

**GRU Executive Search Services
Recommended Diversity Recruitment Requirements**

SCOPE OF SERVICES:

The selected vendor will conduct nationwide executive searches and recruitment, which includes the recruitment of a diverse group of applicants that demonstrate characteristics, experience and competencies that would qualify them for executive and professional level positions at GRU.

Services will include, but are not limited to the following:

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- Develop a strategy for carrying out the recruitment, including outreach to encourage applicants from diverse backgrounds to apply.
- Prepare a Diversity Recruitment Plan for each search to be agreed upon by GRU prior to beginning recruitment for each position.
- Conduct a broad and thorough nationwide recruitment including, but not limited to, professional publications, advertisements, Internet, diversity recruitment, targeted recruitment and professional contacts to ensure a pool of qualified individuals.

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QUALIFICATIONS / STATEMENT OF QUALIFICATIONS:

Criteria	Explanation
Qualifications	<p>Minimum Requirements</p> <ul style="list-style-type: none"> • Database of at least 20,000 candidates • At least 7 years' experience in electric generation and distribution municipal multi-services utilities • Successfully placed multiple executives, managers, engineers and technical professionals in electric generation and distribution for municipal multi-service utilities • Successfully placed diverse candidates in executive and high level management, engineering and technical professional positions in electric generation and distribution for municipal multi-service utilities
Expertise	<ul style="list-style-type: none"> • Summary of firm's/provider's background • Narrative of recruitment services conducted within last three years demonstrating success working with local jurisdictions and government leaders • Personnel assigned to GRU including qualifications, experience, abilities and skills with similar projects
Costs	<ul style="list-style-type: none"> • Proposed fee • Itemized list of reimbursable expenses
Diversity	<ul style="list-style-type: none"> • Record of successfully placing diverse candidates in executive and high-level management, engineering and technical professional positions • List of diverse candidates placed in such positions in previous three years • Strategic Diversity Recruitment Plan for GRU
Methodology Responsiveness	Overall problem-solving approach, including proposed methodologies, processes, techniques, standards and creativity required for search and recruitment of executive and high-level management professional positions for electric generation and distribution for municipal multi-service utilities
Schedule	<ul style="list-style-type: none"> • Estimated length of time for each major component of search • Expected length of time to place a candidate
References	References from at least five City governments and/or municipal multi-service utilities