

Executive Recruiting Services

Request for Proposal: Questions & Responses

July 2, 2009

- 1. Do you anticipate that you will award both recruitments to one search firm?**

Yes.

- 2. If you are planning to do so, will the schedule for meetings with HR for both positions take place at the same time, in order for the process to realize some cost efficiencies (or are you planning to begin recruiting for one position and have the process for the second position on a different timeline, which would mean that there would be separate travel to gather information and deliver reports for both positions)?**

The recruitments are intended to go to one firm and run parallel. They will not be fully integrated but will not be fully separated. The targeted applicant pools and position announcements will be different. The interview panels and interview focus will be different. So interviews will not be combined. But there will be efficiencies possible from running parallel.

- 3. Do you anticipate that there would be one recruitment flyer/brochure that would highlight both positions, or would you expect to have a recruitment brochure for each position separately?**

Because the skill set and applicant pools for the two positions are different, we foresee separate position announcements. There will inevitably be some cross over in the applicant pools.

- 4. With regard to the meetings, I recognize that one position is located in Los Angeles and one position is located in San Francisco. Will consultant travel be required to both Los Angeles and San Francisco, or will all meetings and interview processes take place in San Francisco?**

There will be travel. We anticipate that the General Counsel recruitment will be focused in San Francisco and the Chief Trial Counsel recruitment in Los Angeles. There could be interviews for either position in the other location depending upon the applicant response.