

Thank you for your consideration to the Request for Proposal for the executive search for CEO with the Bermuda Tourism Authority.

Please see below responses to recent queries:

Questions:

- 1) Is it possible to get a copy of the position profile that was initially drafted in 2013?
- 2) If selected, will we be privy to more details on compensation? i.e. from a candidate recruitment perspective, the incentive structure, housing and any other financial benefits?
- 3) Will shortlisted candidates have to go through any psychometric testing? (if yes, is there an instrument/ assessment center you use)?
- 4) Will the selected firm participate in all candidate interviews including the final Board interview?

Answers:

- 1) The 2013 CEO job ad is still publicly available and searchable online: <http://www.royalgazette.com/assets/pdf/RG143466930.pdf> The leadership profile from 2013 will be shared with the successful firm (see question 3 below).
- 2) Yes, we anticipate we will confidentially share relevant compensation information with the successful firm.
- 3) BTA currently uses DiSC for employees. In 2013 the appointed search firm used its own framework in the CEO search, which we referenced in the RFP.

In the RFP Scope of Work, point 1.b., we stated, "... define the leadership characteristics required for this role. Either update the leadership profile created for the 2013 search process, or use your own tools or frameworks to create a new profile." By 'tools or frameworks' we are referring to the approach your firm uses to define the ideal candidate profile and compare candidates to this profile. Psychometric testing is one potential approach. We'd like to hear in the proposals what approach firms propose to use.

- 4) We anticipate yes for initial interviews, but the Board may choose to conduct its interviews with or without others present.