

**NOTICE OF SPECIAL MEETING OF BOARD OF DIRECTORS OF
BASTROP ECONOMIC DEVELOPMENT CORPORATION (BEDC)**

Monday, May 2, 2022 – 4:30 P.M.

Bastrop City Hall, 1311 Chestnut Street, Bastrop, Texas

1. CALL TO ORDER

The Bastrop EDC Board reserves the right to convene into Executive Session at any time during the meeting regarding any agenda item in compliance with the Texas Open Meetings Act, Chapter 551 Government Code.

2. PUBLIC COMMENT(S)

3. REGULAR BUSINESS & PRESENTATIONS

3.1. Presentations, discussion and possible action regarding the selection of a search firm to hire a new CEO for the BEDC.

4. ADJOURNMENT

CERTIFICATE

I, Angela Ryan, Operations Manager of the Bastrop Economic Development Corporation (Bastrop EDC), certify that this Notice of Meeting was posted at Bastrop City Hall, 1311 Chestnut Street, and on the Bastrop EDC’s website on this the 27th of April 2022 at 4:30 p.m. Copies of this agenda have been provided to those members of the media requesting such information.

Angela Ryan

Angela Ryan, BEDC Operations Manager

THE BASTROP ECONOMIC DEVELOPMENT CORPORATION IS COMMITTED TO COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT. REASONABLE MODIFICATIONS AND EQUAL ACCESS WILL BE PROVIDED UPON REQUEST. PLEASE CALL 512-303-9700.

Agenda Item: 3.1**AGENDA MEMORANDUM**

Meeting Date: May 2, 2022

Agenda Item: Presentations, discussion and possible action regarding the selection of a search firm to hire a new CEO for the BEDC.

Submitted by: Jenn Wahl, Board Vice Chair

Summary:

At the April board meeting, the board considered five different search firms and narrowed it down to two firms, Johnson & Associates and Jorgenson Consulting.

At the special meeting, both firms will be presenting information regarding their proposals. They have also each provided a matrix of the services offered within their proposals.

Attachments:

Matrix from Johnson & Associates (**page 3**)

Proposal from Johnson & Associates (**page 4**)

Matrix from Jorgenson Consulting (**page 26**)

Proposal from Jorgenson Consulting (**page 27**)

Recommendation – Discuss the two options and choose a firm.

[RECOMMENDED MOTION] – I make the motion to engage _____ as a search firm for candidates for the BEDC Executive Director position, and to authorize _____ to take all necessary actions, including execution of all necessary and related documentation.





JOHNSON & ASSOCIATES

EXECUTIVE SEARCH | COMMUNITY ECONOMIC
DEVELOPMENT MANAGEMENT

Cost Matrix

The figures below are based on historical data
of a standard Executive Search and are estimates.

		Retail	Your Fee
Executive Search Fee		21000.00	18000.00
TEAMTALK		2500.00	0.00 Included
Position Description Development			Included
Benchmark		800.00	500.00
DISC Reports - Board & Finalists	90.00 ea	150.00	90.00
Comparison To Benchmark		200.00	125.00
Background Reports Finalists	125.00 ea (3 finalists)	375.00	375.00
Travel			
Lodging	125.00 per night (x3 nights)	375.00	375.00
Mileage	348.8 X .58 mile per trip (302.3 x 3)	906.90	906.90
Advertising			
J&A NewsBrief	75.00 ea x 3	225.00	0.00 included
TEDC		150.00	0.00 Included
SEDC		450.00	150.00
IEDC		575.00	475.00
Announcement		75.00	0.00 Included
Supplies & Printing			
Print Meeting Materials	B&W .18 ea Color .79 ea	800.00	800.00
Digital Meeting Materials			0.00 No Charge
Clerical	25.00 hr (hrs vary based on # of candidates)		
Additional Services			
Strategic Plan	Varies		
Leadership Development		1500	
Board Training		2000	
Assessment Center	125.00 hr per consultant		
	Total	28581.90	21796.90
	Savings		6785.00



Johnson & Associates



Proposal for Executive Search

Executive Director

Submitted 4/1/22

By Susi Long, President



April 1, 2022

Ms. Jenn Wahl,
Vice Chair
Bastrop Economic Development Corporation
State Hwy 71 Suite 214,
Bastrop, TX 78602

Dear Ms. Wahl:

Johnson & Associates is a full-service community and economic development firm offering expertise in executive search. We understand that the Bastrop Economic Development Corporation will soon enter the search process for a new Executive Director. Johnson & Associates' knowledge of Economic Development and Executive Search is based on more than thirty-five years of hands-on experience, not just textbook training or theory. Because of that experience, we know the right questions to ask candidates to determine their level of expertise.

Johnson & Associates will conduct all aspects of the search. This gives both you and your candidate the continuity and personal attention that is the critical difference in a successful executive search. Our proven process involves determining the needs of your organization and then matching candidate qualifications to those needs. We will identify and recruit the most qualified executive talent in the shortest possible time while maintaining uncompromising standards of business ethics, professionalism, and confidentiality.

Our executive selection methodology includes a thorough analysis of the position to be filled. We look at the candidate's fitness for the position, how well the candidate will fit within the organization, the thrust of the group, its fundamental needs, the blend of values, ideas, style, and personalities that make it special, and the key qualifications needed to help accomplish its mission.

Candidates who are well qualified for these positions, in general, do not job hunt. Many will seek positions with other organizations only when invited to do so. Johnson & Associates will personally contact those professionals who meet or exceed your requirements and inform them of the employment opportunity with Bastrop Economic Development Corporation.

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| www.JAToday.com | Susi@JAToday.com | 409 444 1895

J&A ... Leading the Way in Community Economic Development Since 1986!

Ms. Jenn Wahl

April 1, 2022

Page 2

I have enclosed a list of the steps in selecting your new Executive Director, a list of our past clients, as well as a list of references we encourage you to contact.

Our Executive Recruitment program carries a fee of \$21,000 plus candidate development expenses. We have worked with your group several times in the past and are pleased to offer you a discounted fee of \$18,000 plus candidate development expenses. Candidate development expenses include but are not limited to advertising, printing, travel, and staff expenses. This fee is valid for thirty (30) days from the date of this letter. Our contract includes a Triple Guarantee for our services.

We are so pleased to be invited to submit our qualifications for your consideration. Johnson & Associates has a track record of success with high-level placements. Bastrop is poised for explosive growth. Exceptional leadership will determine the success of your organization. J&A specializes in recruiting exceptional leaders We want to be your Executive Recruiter.

I am available if you have any questions.

Sincerely,

Susi Long

Susi Long,

President

Johnson & Associates

Cell: 409 444 1895

Susi@JAToday.com

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Information About Johnson & Associates



Susi Long, President ★ 409 444 1895
Susi@JAToday.com ★ www.JAToday.com

Johnson & Associates is a sole proprietorship, owned and operated by

Chloe R. Johnson, that began operations on August 13, 1986.

We serve communities throughout Texas, nationally and internationally. Our services include Executive Recruiting, Economic & Community Development Management, Strategic Planning, as well as customizable economic development programs for our clients.

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All Rights Reserved | We Reserve All Rights

The Team

Credentials

Chloe Johnson, CEcD, CPC is both a Certified Economic Developer and a Certified Personnel Consultant. To her knowledge, she is the only person in the United States dually certified. The experience, training and testing that is required for both certifications makes her an outstanding choice for facilitating your executive search.

Susan Long, CPBA has been with J&A since its inception in 1986. In 2005, she returned as Director of Operations and quickly moved into the Chief Executive Officer position. Susan is a Certified Professional Behavior Analyst through Target Training International and facilitates J&A's Dynamic Communication workshops. She is the point of contact for clients and candidates alike, using her years of experience as an Executive Recruiter to match people with positions.

Steve Vassallo, CEcD, EDFP has been conducting executive search and is an Economic Development Specialist. Steve has been assisting communities for more than three decades, bringing a creative approach to Economic Development perfected over a "world of experiences."

Our Mission

Johnson & Associates' mission is to deliver the best in Executive Recruiting. Our Team Talk and other communication programs assist teams in achieving their goals. Our Associates provide Community Economic Development counseling and direction at affordable rates. We are passionate about building strong communities.

Number of searches completed

Johnson & Associates has successfully completed more than 165 searches.

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Why Choose J&A?

As you will see from our client list (attached), we specialize in community economic development and municipal government placements. During our long and successful careers, Chloe Johnson, CEcD, CPC, and Susan Long have used strong organization, communication and people skills to guide organizations as they transition to the next level of success. This hands-on insight gives us the advantage of recognizing those same abilities in your candidates.

We are passionate about building strong communities. Johnson & Associates does what we say we'll do. Our behavioral practices are above reproach. A satisfied client is paramount to our success.

Our pledge is to remain the most professional and ethical Executive Recruiter and Community Economic Development firm in the United States today. We will never vary from our promise to provide exceptional service for the communities and organizations we serve.

Searches have been conducted for organizations in Arkansas, Kentucky, Louisiana, Mississippi, Missouri, New Mexico, Oklahoma, South Carolina, Tennessee, Wyoming and Texas. Through our membership in the International Economic Development Council, the Southern Economic Development Council, the Texas Economic Development Council, Texas Chamber of Commerce Executives and our extensive network of professionals, we will contact candidates throughout the United States and inform them of the opportunity with the Bastrop Economic Development Corporation.

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Executive Recruitment Steps

Organization/Position Needs Assessment

Interview with search committee to review position requirements.

We meet with the search committee to determine your selection requirements and assist you in preparing your job description.

Computer enhanced Work Environment™ to determine your perception of the job.

The search committee is given the opportunity to focus on their expectations of the job.

A report (Work Environment™), using the DISC form of observable human behavior, will be produced that can be compared with the observable behavior style of the candidates.

Community leader contact.

Contact community leaders to request them to share their valued thoughts and ideas about the person for this key position and to identify the ideal characteristics and personality traits in an individual for the position.

National Recruitment Network

Selected state and national publications.

Johnson & Associates newsletter – **JAToday**.

Reaching professionals throughout the United States.

Professional network.

Through our national network of 15,000 plus professionals, we provide you with the most comprehensive list of qualified candidates.

Initial Candidate Screening

Receive, review and evaluate all resumes from candidates.

Prepare summary of top candidates' qualifications.

Present resumes of top candidates.

We review all resumes, note those that meet or exceed your requirements, and note others that we feel should be considered for interview.

Organization/Position Needs Assessment

Interview with search committee to review position requirements.

We meet with the search committee to determine your selection requirements and assist you in preparing your job description.

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Executive Recruitment Steps

Semi-Finalist Selection

Meet with the search committee to review resumes of top candidates. After reviewing our top candidates, you will have the opportunity to select those you wish to interview via video conference.

Video Interview

Semi-finalists may be interviewed via Zoom or Skype to further assist in determining the Finalists you will be interviewing in person.

Background Investigation

Johnson & Associates contracts with a professional background investigation firm to ensure candidate backgrounds are thoroughly examined. Some items included in this check are: Social Security Number Trace, Multi-Jurisdictional Database Search, State District Court Criminal Search, 7-Year State District Court Criminal Search, Federal District Court Criminal Search, 7 – Year Federal District Court Criminal Search, Statewide Criminal Search, Driving Record/Motor Vehicle Report, Department of Transportation (DOT) Driving Record/Motor Vehicle Report

Verify pertinent education and training; employment check

Education, training and experience pertinent to your job requirements are verified for your top candidates. Education is verified; however, transcripts are not obtained.

Contact references given by candidate.

Contact references in J&A’s network.

Because of our extensive network, J&A will contact individuals independent of the top candidates' references to ensure top quality finalists.

Summarize Background Investigation

A written report with background verification is presented to the search committee.

Finalist Interviews

Coordinate interviews.

We work with you and your candidates in scheduling interviews which generally include a tour of the city, reception with the community leadership, opportunity to meet spouses, and coordination of overnight accommodations.

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Executive Recruitment Steps

Provide interview guidelines and questions.

We provide you with interview guidelines and suggested questions that you may and may not ask under EEOC requirements.

Evaluation form for the selection committee's use.

Attend interviews.

We are present during the interviews to serve as a resource and as a facilitator.

Candidate Selection

Notify candidate selected.

We contact the candidate you select and give him/her the opportunity to work with you on contract negotiations.

Selection Announcement

Notify selected state and national publications.

Notify other candidates of action taken.

We will notify those candidates not selected.

Regular Follow-Up

Contact search committee regularly during the first twelve (12) months of employment to determine satisfaction as guaranteed in our contract.

Additional Services

J&A provides a multitude of services including Team Building, Strategic Planning, Leadership Development, and D I S C Assessments.

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Executive Recruitment Steps

Options that can be utilized by the search committee:

V I P (Virtual Interview Process) Using cutting edge interview technology, we request each qualified candidate give us a brief video as they respond to questions we craft specifically for your position. As well as their education, training, work experience, etc., we can have them answer questions tailored exactly to fit the needs of your organization. This is such a helpful tool that allows us, as recruiters, to more quickly and accurately assess the candidates' ability to successfully communicate ideas and make a presentation without having to bring all candidates to your community for interview.

Skype or Zoom Interview

Semi-finalists can be interviewed via the Internet to determine the Finalists you will be inviting for personal interviews.

Team Talk

Helps city council members, chamber and economic development board members understand the communication style of the candidates. The goal of J&A's *Team Talk* is to become more effective communicators. This entertaining and educational presentation gives valuable information about individual communication styles and details how different styles effect job performance. Participants of *Team Talk* gain a greater appreciation of how differing styles are required to achieve team goals.

Assessment Center (Additional Fee)

Candidates complete in-basket exercises; leaderless group discussions; media interviews; oral presentations that have been prepared in advance and oral biographical presentations. The search committee covers the expenses of the assessors.

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Estimated Costs and Guarantee

Johnson & Associates fee for Executive Search is \$18,000 plus candidate development expense. These expenses include but are not limited to advertising, printing, travel and staff expenses for five meetings. (Several of these meetings may be combined).

This fee is valid for thirty (30) days from the date of this letter. Our contract includes a guarantee for our services.

The fee is billed in three (3) installments with the first being due upon the signing of a contract; the second is due when candidates have been selected for interview; and the final payment is due when a candidate accepts an offer. Expenses are billed monthly until all bills have been received by J&A.



Triple Guarantee

1 J&A guarantees to remain with the assignment until an appointment is made. No refund of fees or expenses shall be due if a candidate is hired from another source.

2 Johnson & Associates (J&A) shall replace the employee in the event that the employee hired through J&A terminates or is terminated from their position of employment within twelve (12) months from the date employment is accepted, if we are notified in writing within seven (7) days after termination. If leaving within the first twelve (12) months, replacement will be for candidate development expenses only.

3 J&A never recruits from previous clients. Our recruiting practices are above reproach and we are determined to remain the most ethical search firm in the field today.

Johnson & Associates' fee and expense reimbursement shall be payable in full and no guarantee will be applicable if employment is terminated due to insufficient work for the employee.

This is an exclusive Executive Search Agreement.

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Time Line

A search typically takes approximately ninety (90) days from signing the contract to making a job offer to a candidate.

Johnson & Associates proposes to facilitate five (5) meetings.

The first is the initial meeting where information is gathered about the position, the organization, and the community.

The second trip is to conduct Team Building utilizing *Team Talk* with the Selection Committee.

The third trip is to review the Top Ten Candidates and select the Semi-Finalists that will be interviewed via Skype or Zoom.

The fourth trip is for the Video Interviews with your Semi-finalists.

The final trip is to facilitate the interviews with the Finalists.

(Trips 2, 3 and 4 are often combined).

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References

Copperas Cove EDC JC Stubbs, Chairman when Fred Welch, CEcD, EDFP

was recruited to fill the Executive Director position.

jc.stubbs@edwardjones.com Phone: 254 542 7998

Just as critical as recruitment is the retention of candidates. Chloe Johnson recruited **Carlton Schwab, President and CEO of the Texas Economic Development Council** in 1999 where he continues to serve in that capacity today.

Carlton@TexasEDC.org Phone: 512.480.8432

Additionally, J&A recruited **Mr. Lance Lacour, President & CEO of the Katy Area EDC** to his position in 2014 where he has received state and national recognition for his work. Mr. Lacour has accepted a new position beginning this year but embodies the caliber of candidates we recruit.

Email: lancelacour@katyedc.org Phone: 281-396-2200

City of Waxahachie, Texas

Warren Kettelman, Senior Economic Development Director

Email: Warren.Kettelman@Waxahachie.com Phone: 469 309-4121

“Johnson and Associates was the executive search firm that brought me to Texas in 2002. Best move I ever made! Chloe and her team are true professionals with something extra, they really do care about you as an individual and your career.”

Kyle Area Chamber of Commerce

Mr. Tony Spano, Board Chair

Email: TSpano@Bigelowhomes.com Phone: 847-774-9536

Johnson & Associates recruited Ms. Julie Snyder, President & CEO for Kyle Area Chamber of Commerce (2013 - Present)

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Client List

Economic Development Positions

Alice & Jim Wells County Economic Development Corp. (1997, 2012)
 Allen Economic Development Corporation
 Arkadelphia (AR) Regional Economic Development Alliance
 Arlington, City of, Economic Development Dept, Executive Director
 Athens Economic Development Corporation (2007, 2009)
 Bartlesville Development Corporation (OK)
 Bastrop Economic Development Corporation (1997, 1999)
 Beeville/Bee County Redevelopment Authority
 Brazoria County Partnership, Inc.
 Brownsville Economic Development Council
 Buda 4B Corporation (2002, 2012)
 Clear Lake Area Economic Development Foundation
 Coleman 4A EDC & 4B Community Coalition
 Copperas Cove Economic Development Corporation (2009, 2016, 2019, 2021)
 Crockett Economic & Industrial Development Corp. (1995, 1996)
 Danville-Boyle County Economic Development Partnership (KY)
 DeSoto Economic Development Corporation
 Development Corporation of Snyder, Inc.
 East Montgomery County Improvement District
 Edinburg Economic Development Corporation
 Fairfield Industrial Development Corporation (1997, 2000)
 Farmers Electric Cooperative, Inc.
 Forney Economic Development Corporation
 Forward Sheridan (WY)
 Frisco Economic Development Corporation
 Gainesville Economic Development Corporation
 Gladewater Economic Development Corporation (1996, 1999)
 Goliad County Economic Development Corporation (1995, 2000)
 Graham Industrial Association
 Greenville Board of Development
 Harlingen, Inc., Development Corporation of
 Hempstead Economic Development Corporation (AR)
 Industrial Development Corporation of Marble Falls
 Jefferson County, The Economic Development Alliance (AR)
 Kendall County Economic Development Corporation
 Katy Area Economic Development Council
 Kerrville Economic Development Corporation 2016, 2018
 Mission Economic Development Authority
 Nacogdoches Economic Development Corporation (1996, 2008)
 North Richland Hills Economic Development Corporation, City of
 Palacios Economic Development Corporation

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Client List

Palestine Economic Development Corporation
 Partners Economic Development Corporation (SC)
 Plainview Industrial Foundation
 Port Arthur Section 4A Economic Development Corporation, City of
 Rains County Economic Growth, Inc.
 Rockwall Economic Development Corporation
 Sachse Economic Development Corporation
 San Antonio Economic Development Foundation
 San Marcos EDF (placement)
 Seagoville Economic Development Corporation
 Seminole Economic Development Corporation (2014, 2016)
 Seymour, City of, Economic Development
 Somervell County Development Commission
 South East Texas, Inc.
 Sweetwater Enterprise for Economic Development
 Taylor Economic Development Corporation
 Temple Economic Development Corporation
 Terrebonne Economic Development Authority (LA)
 Terrell County Economic Development Corporation (1995, 1997)
 Tomball Economic Development Corporation
 Vernon, Business Development Corporation
 Vicksburg-Warren Community Alliance, Inc. (MS)
 Waco Chamber of Commerce
 West Tennessee Industrial Association (TN)
 Winnsboro Economic Development Corporation
 Wood County Industrial Commission
 Yoakum Economic Development Corporation (2014, 2016)

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Client List

Community Economic Development Clients Local Governments

- Alpine/Brewster County
- Bastrop, City of
- Buda, City of
- Del Rio, City of
- Kyle, City of
- Madison Chamber of Commerce (MS)
- Madison (MS), City of
- Mansfield, City of
- Matagorda County Economic Development Corporation
- Panola County Industrial Foundation
- Port Isabel, City of
- Rains County
- San Antonio City Public Service
- San Augustine County
- San Benito, City of
- Schertz, City of
- Seabrook Economic Development, City of
- Seymour Economic Development, City of
- Shelby County
- Temple Economic Development Corporation
- Tri-Cities ~ Hempstead ~Prairie View~ Waller
- Tucumcari/Quay County (NM), City of
- Tulia Economic Development, City of
- Weatherford/Parker County

Community Economic Development Organizations

- Abilene Chamber of Commerce
- AEP Public Service Co of (OK)
- Alice & Jim Wells County Economic Development Corporation
- Atlanta Economic Development Corporation
- Bastrop Economic Development Corporation
- Bay City Chamber of Commerce
- Bridgeport EDC
- Buda Economic Development Corporation
- Canyon Economic Development Corporation
- Central Power & Light Company
- Chabin Concepts, Inc. (CA)

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Client List

Community Chamber of Commerce: ~ Copeville ~ Josephine ~ Lavon ~ Nevada
 Crossett EDF (AR)
 Cuba, IDA of (MO)
 Cuero Development Corporation
 Dayton Community Development Corporation
 Decatur Economic Development Corporation
 Del Rio, City of
 Del Rio Economic Development Corporation
 Dyersburg/Dyer County Chamber of Commerce (TN)
 Fairfield Industrial Development Corporation
 Farmers Electric Cooperative, Inc.: ~ Hunt County ~ Rains County ~ City of East Tawakoni ~ City of Emory ~ City of Point ~ City of Quinlan ~ City of West Tawakoni ~ City of Wills Point ~ Lake Tawakoni Chamber of Commerce ~ Quinlan Area Chamber of Commerce ~ Rains County Chamber of Commerce ~ Royse City ~ Wills Point Chamber of Commerce ~ Wills Point EDC ~ Boles ISD ~ Lone Oak ISD ~ Quinlan ISD ~ Rains ISD ~ Wills Point ISD ~ Presbyterian Hospital ~ Leadership Greenville
 Farmersville, City of
 Fayetteville Area EDC (NC)
 Granbury Economic Development Corporation
 Greater Conroe Economic Development Council
 Greater Killeen Chamber of Commerce
 Greater Northwest Austin
 Greater Oklahoma Chamber of Commerce (OK)
 Greater Paducah Economic Development Council (KY)
 GTE World Headquarters
 GTE Telephone - Texas: ~ Houston County ~ Fairfield Area ~ Kilgore Area
 GTE Telephone-Pennsylvania: ~ 49 Corridor Enterprise Zone ~ Northern Bradford Authority
 Hampton Roads EDA (VA)
 Haskell EDC
 Henderson Economic Development Corporation
 Howell-Oregon Electric Coop, Inc. (MO)
 Lake Hills EDC: ~ Cedar Park ~ Jonestown ~ Lago Vista ~ Leander
 Mansfield Economic Development Corporation
 Marion County Development Partnership (MS)
 Matagorda County Economic Development Corporation
 McGregor Economic Development Corporation
 Monahans EDC
 Mont Belvieu Economic Development Corporation
 Muncie/Delaware County Chamber of Commerce (IN)
 Nacogdoches County Chamber of Commerce

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Client List

Nocona Economic Development Corporation
 Panola County Chamber of Commerce
 Panola County Industrial Foundation
 Pedernales Electric Cooperative: ~ Cedar Park ~ Dripping Springs ~ Johnson City ~ Junction ~
 Hays County ~ Marble Falls
 Port Isabel Economic Development Corporation
 Prescott Valley EDF (AZ)
 San Angelo Development Corporation
 San Antonio City Public Service
 San Augustine County: ~ Broaddus ~ San Augustine
 San Benito
 Seabrook Economic Development, City of
 Seymour Economic Development, City of
 Shelby County
 Southeast Harris County EDC
 Snyder, Development Corporation of
 Stamford, Development Corporation of
 Temple Economic Development Corporation
 The Economic Development Alliance of Jefferson County (AR)
 Tri-Cities: ~ Hempstead ~ Prairie View ~ Waller
 Tucumcari/Quay County Economic Development Corporation (NM)
 Tulia Economic Development, City of
 Tye Economic Development Corporation
 Tyler Chamber of Commerce
 Sulphur Springs-Hopkins County Economic Development Corporation
 University of Texas at Austin
 Vernon, Business Development Corporation
 Weatherford/Parker County
 Whitewright Economic Development Corporation
 Yankton Area Chamber of Commerce (SD)
 1960 Area Business Alliance, Houston
 1960 Area Community Alliance, Houston

Team Talk Clients

Arkadelphia (AR) Regional Economic Development Alliance
 Bartlesville Development Corporation, Bartlesville (OK)
 Basic Economic Development Course, TX A&M University (04, 05, 06)
 Bellville Economic Development Corporation
 Boerne Area Chamber of Commerce

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Brazoria County Partnership, Angleton
 Brownsville Economic Development Corporation
 Buda Economic Development Corporation
 Buda, City of
 Caldwell, City of
 Clear Lake Area Economic Development Foundation, Houston
 Commerce, City of
 Community Chamber of Commerce, New Caney
 Community Development Institute - North Harris Montgomery Community College, The Woodlands
 Danville-Boyle County Economic Development Partnership
 Dayton, City of
 Del Rio, City of
 Del Rio Economic Development Corporation, Del Rio
 East Montgomery County Improvement District, New Caney
 Elgin, City of
 FEC Electric, Inc.: Board of Directors - Vice Presidents - Supervisors
 Forney Economic Development Corporation
 Forward Sheridan (WY)
 Goodwill Business Advisory Council, Austin
 Greenville Chamber of Commerce
 Hearne, City of
 Hidalgo County Urban County Leadership Conference
 Houston Northwest Chamber of Commerce
 Katy Area Economic Development Council
 Kendall County Economic Development Corporation
 Kerrville Area Chamber of Commerce
 Kyle Area Chamber of Commerce
 Lebanon / Laclede County Economic Development Council
 Lower Colorado River Authority, Austin
 Mansfield Economic Development Corporation
 Marble Falls, City of
 Mission Economic Development Authority
 National Rural Economic Developers Assoc. - Annual Meeting, Charleston (SC)
 National Rural Economic Developers Assoc. - Annual Meeting, Tucson (AZ)
 New Harvest Christian Church, Alvin
 Palestine, City of
 Palmetto Economic Development Corporation - Annual Meeting, Columbia (SC)
 Pedernales Electric Cooperative: ED and Marketing Divisions, Johnson City

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Communities are in Texas unless otherwise identified

Client List

City Positions

- City of Buda, City Administrator (2001, 2005)
- City of Caldwell, City Administrator
- City of Commerce, City Manager
- City of Crockett, City Administrator
- City of DeSoto, City Manager
- City of Elgin, City Manager
- City of Gladewater, Public Works Director
- City of Gonzales, City Manager
- City of Hearne, City Manager
- City of Lockhart (1999, 2000), City Manager, Chief of Police
- City of Marble Falls, City Manager
- City of Royse City, Police Sergeant
- City of Royse City, City Manager
- City of Schertz, City Manager
- City of Shavano Park, City Manager
- City of Seagoville, City Manager
- City of Silsbee, City Manager (2000, 2005)
- City of Taylor, City Manager (1998, 2009)
- City of Vidor, City Manager

Convention & Visitors Bureau Positions

- Nacogdoches Convention & Visitors Bureau
- Palestine Convention & Visitors Bureau

Electric Cooperative Positions

- FEC Electric

Port Authority Economic Development Positions

- Little Rock Port Authority (AR)

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Client List

Chamber of Commerce Positions

- Alvin-Manvel Chamber of Commerce
- Big Spring Chamber of Commerce
- Clovis Chamber of Commerce/Economic Development Council (NM)
- Community Chamber of Commerce
- Copperas Cove Chamber of Commerce
- Dyersburg/Dyer Cty Chamber of Commerce (TN)
- El Campo Chamber of Commerce
- Georgetown Chamber of Commerce
- Grand Prairie Chamber of Commerce
- Houston County Chamber of Commerce
- Houston Northwest Chamber of Commerce
- Jackson Area Chamber of Commerce (TN)
- Jasper Chamber of Commerce
- Kerrville Area Chamber of Commerce (2003, 2011)
- Kyle Area Chamber of Commerce
- McKinney Chamber of Commerce (1987, 1999)
- Monroe County Chamber of Commerce (MS)
- Palestine Chamber of Commerce
- Port Arthur Chamber of Commerce
- Rockwall Chamber of Commerce
- Sherman Chamber of Commerce

Communities are in Texas unless otherwise identified

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Search Process	Candidate Search Services
PRELIMINARY RESEARCH	
<i>Meet with key leaders and stakeholders to understand organization, expectations, and community</i>	✓
<i>Define position need and performance matrix</i>	✓
<i>Establish search strategy</i>	✓
<i>Refine opportunity profile</i>	✓
<i>Develop candidate specifications</i>	✓
CANDIDATE IDENTIFICATION	
<i>Internal JCI Database search</i>	✓
<i>Industry networking</i>	✓
<i>Strategic advertising</i>	✓
<i>Proactive recruitment</i>	✓
<i>Diversity and Inclusion</i>	✓
<i>Manage candidate flow and communication</i>	✓
CANDIDATE EVALUATION	
<i>Initial telephone screen interview</i>	✓
<i>Evaluate client/candidate match</i>	✓
<i>Face to face or video conference candidate interview with the lead search consultant</i>	✓
CANDIDATE PRESENTATION AND 1ST ROUND INTERVIEWS	
<i>Present written profiles of top candidates to the Search Committee</i>	✓
<i>Meet via video-conference call with the Search Committee to review the candidate slate</i>	✓
<i>Prepare client and candidate for interviews</i>	✓
<i>Provide suggested interview questions for interviews</i>	✓
<i>Coordinate client/candidate interviews and meetings. JCI is present for first-round interviews</i>	✓
<i>Manage all travel for candidates</i>	✓
FINAL ROUND INTERVIEWS	
<i>Coordinate client/candidate interviews and meetings with Search Committee and Stakeholders/Community leaders, evening social</i>	✓
<i>Manage all travel for candidates</i>	✓
<i>Develop a strategy to address family needs (Preliminary house hunting, visiting schools and community)</i>	✓
<i>Personality Assessment</i>	✓
FINAL SELECTION	
<i>Conduct background check</i>	✓
<i>Reference check</i>	✓
<i>Assist in negotiation of offer of employment</i>	✓
SEARCH CLOSE	
<i>Assist with smooth transition for candidate and client</i>	✓
<i>Close out search and notify unsuccessful applicants</i>	✓
<i>12 month guarantee</i>	✓



March 30, 2022

Ms. Jen Wahl, Vice-Chair
Bastrop Economic Development Corporation
301 Highway 71W, Suite 214
Bastrop, TX 78602
Via email to jlp.wahl@gmail.com

Dear Ms. Wahl:

We appreciate the opportunity to submit a proposal for executive search services to attract the Executive Director of the Bastrop Economic Development Corporation.

Jorgenson Consulting, Inc. works in partnership with each client to lead them in the identification and recruitment of leaders and top-tier executives. We understand the requirements for finding the right executive that yields economic benefits and contributes to a community's competitive advantage. We explain our process in detail and ask the client to join us as partners in the recruiting process.

All firms attempt to differentiate themselves from the competition. Our firm is founded on three principles:

- **Specialization:** We are not a general practice firm. We specialize in non-profit, economic, and community development organizations focused on growing local, regional, and statewide economies. Our specific focus within these sectors has afforded us the insight needed to deliver executive talent that proves to be a true fit.
- **Network:** Our private sector network includes real estate developers, bankers, lawyers, c-suite executives, site consultants, and other established professionals within the fields of non-profit, economic, and community development organizations. These relationships only reinforce our reputation.
- **Service:** We are committed to fostering partnerships with clients that are designed to encourage long-term professional relationships. By incorporating an in-depth screening and research process, we ensure that the candidates we deliver represent the most qualified in their field.

The following pages provide an overview of Jorgenson Consulting, our executive search process, timeline, search fees, and guarantee. We welcome the opportunity to meet with the Board or Search Committee members to present our firm, experience, and process in more detail.

Sincerely,

A handwritten signature in black ink, appearing to read "Todd W.S. Jorgenson", is written over a light blue horizontal line.

Todd W.S. Jorgenson
Managing Director and Principal

2618A Battleground Ave, #149, Greensboro, NC 27408
Phone: 336-370-6360 todd@jci-inc.net

Executive Search Proposal



Executive Director

Presented by Jorgenson Consulting, Inc.
2618A Battleground Ave., #149
Greensboro, NC 27408
(866) 564-3138

March 30, 2022



Executive Search Proposal

Bastrop Economic Development Corporation

The Bastrop Economic Development Corporation (EDC) is soliciting proposals to conduct an executive search for the position of Executive Director. Jorgenson Consulting, Inc. (JORGENSEN CONSULTING), the leading search firm in the United States serving non-profit, economic, and community development organizations, is pleased to submit this proposal to provide executive search services for this position. In the following proposal, we detail our unique qualifications to manage this search.

INTRODUCTION

JORGENSEN CONSULTING was established in 1992 by Joan Jorgenson. Joan worked with PHH Fantus, one of the largest and best-known international site location and economic development management consulting firms. With Fantus, Joan developed a client-based executive search practice for the economic development industry that became Jorgenson Consulting. In 2002, Todd Jorgenson, Joan's son, joined the business and incorporated in North Carolina. JORGENSEN CONSULTING is a national executive search firm that provides experienced leadership and hands-on guidance in the search process to both client and candidate. Over the last 29 years, we have established ourselves as the premier executive search firm in the field of non-profit, community, and economic development. We have lead searches in rural communities, mid-sized markets, metropolitan regions, state organizations and conducted assignments for many organizational structures. Our goal is to develop a thorough understanding of our clients and leverage that knowledge with our expertise and resources to source executive talent that can truly serve the organization by yielding economic benefits while also contributing to a community's competitive advantage.

JORGENSEN CONSULTING has performed executive searches for the following types of organizations:

- Economic development organizations; municipal, public, private partnerships, regional, and statewide
- Chambers of commerce
- University research parks
- Downtown development organizations
- Private sector consulting companies
- Philanthropic organizations

At JORGENSEN CONSULTING, we apply a hands-on approach to our searches with our principals and experienced consultants, personally handling the critical aspects of each project, including identifying candidates and conducting in-depth candidate assessment interviews. It takes years to develop an understanding and gain the knowledge needed to effectively navigate the complexities of non-profit, economic, and community development organizations. We have the specific experience to connect these organizations with executives that have the aptitude and ability to deliver a meaningful and long-term impact on the organizations they serve and their surrounding communities.

As the EDC is preparing to initiate an executive search for a Executive Director, the first step in that process is the selection of an executive search firm to assist in the process. As you review our proposal against our competition, we want to highlight the following:

- We strive for diversity and inclusion; for over twenty-nine years, our firm has been focused on finding talent from varying backgrounds, and we deliver a diverse pool of top-quality professionals.
- We ensure a dynamic slate of candidates that are typically not looking and exceeding expectations in their organization and community.
- We do not rely on advertising as a primary source of candidates. We utilize our vast and current network of contacts and will proactively recruit candidates for this position.

Executive Search Proposal

Bastrop Economic Development Corporation

- We familiarize ourselves with your organization's vision, mission operations, and culture and identify candidates that will blend well and make a significant impact in the community.
- We focus on timelines and recognize that there is a sense of urgency associated with each search.
- You have assured a competent professional consultant who accepts responsibility for the day-to-day activities of your executive search.
- We develop credible relationships with the candidate based on a high level of trust. We become third-party confidants, discussing sensitive personal issues such as compensation, relocation, and family needs.
- You gain a positive ambassador who markets your organization and leaves no doubt about your professional approach in hiring this position.
- After the new employee is on board, we continue communication with both the employee and your organization.

METHODOLOGY AND SEARCH STRATEGY

RECRUITMENT KICK-OFF

PHASE 1

Once the Search Committee agrees to retain JORGENSON CONSULTING to conduct the executive search for the Executive Director of the EDC, the following process will begin;

- Meet with the Search Committee and other partners deemed significant to the search process in person or via video conference to better understand the organization's goals and objectives, metrics used to evaluate the EDC's performance, current challenges, and opportunities in the local business and community environment, and expectations of the Executive Director position. Review existing job opportunity profile and suggest any modifications based on the information received from the Search Committee or partners.
- Work with EDC and others to determine the logistical and media steps needed to launch the search proactively.
- Develop a detailed recruitment strategy that includes candidate sources, geographic targets, and peer program models, utilizing JORGENSON CONSULTING's proprietary database of professional contacts and resources.

CANDIDATE RESEARCH, RESOURCES, AND RECRUITMENT

PHASE 2

Our primary objective is to identify a diverse slate of candidates with the right mix of technical knowledge, successful experience, and appropriate leadership style that meets the requirements identified by the recruitment profile. To guarantee a broad pool of qualified candidates, we recommend the following proactive networking process:

- **Networking, Research, and Proactive Recruitment** - JORGENSON CONSULTING understands that at the core of recruitment is networking and research to identify high-performance economic and community development organizations, industrial development authorities, top-performing municipalities, private sector enterprises, and other organizations that are a strong fit with the position opportunity. Our extensive network includes professionals working for and with economic and community development organizations, chambers of commerce, state and local governments, site consultants, associations, utilities, and other private-sector enterprises. We contact our referral resources and candidates to share the opportunity. It is through this open dialog that we build our initial candidate pool. The resources share the names of communities and leaders they have been impressed by in their business connections. If we are not familiar with the community or leader, we will proactively contact them and market the position. The same action takes place when we

Executive Search Proposal

Bastrop Economic Development Corporation

proactively contact potential candidates that are achieving a high level of success in their current position. Ideal candidates need to be found, which is why JORGENSEN CONSULTING is positioned to promote the position to prospective candidates in confidence, and we spend the majority of our time proactively contacting professionals that are not looking but are open to exploring career opportunities.

- **Advertising** - JORGENSEN CONSULTING utilizes social media resources such as LinkedIn and digital job posting boards of national, regional, and state chambers and economic development organizations to promote active searches. On rare occasions, we recommend that a client use other paid advertising for their executive search; we will discuss any such recommendation with the Search Committee.
- **Internal Candidates** – Interview any employees interested in consideration. It is critical to recognize the presence of internal candidates, and providing an unbiased perspective is essential.
- **Unsolicited Applicants** – All resumes sent to the EDC Board or members of the Search Committee are handled by our firm and given full and fair consideration. JORGENSEN CONSULTING will also manage the unsolicited applicant interest likely to occur.
- **Diversity and Inclusion** - JORGENSEN CONSULTING recognizes the importance of diversity in the employee population. Having a diverse and well-proportioned leadership team is the most successful way to attract and retain the broadest and strongest workforce. JORGENSEN CONSULTING strives for diversity in all projects while ensuring the focus doesn't compromise on the quality and integrity of our recommendations. We ensure that candidates presented not only meet the requirements of the position but are also diverse regardless of age, gender, sexual orientation, disability, race, ethnicity, marital status, and religion/belief. Over the past year, sixty-eight percent of our placements are female/diverse candidates.

Targeted Recruitment Strategy includes:

- Ensure job advertising language is inclusive to appeal to candidates from different backgrounds.
- Advertise position through diverse channels and niche job boards.
- Proactively reach out to diverse industry contacts, past diverse placements, and resources that JORGENSEN CONSULTING has developed and seek referrals.
- Directly contact diverse candidates JORGENSEN CONSULTING has identified over the years and proactively recruit them for the position.

CANDIDATE INTERVIEW AND SELECTION

Once JORGENSEN CONSULTING has identified an extensive list of potential candidates who meet the threshold requirements for the position, we will narrow the list by personally conducting interviews to evaluate their interest, qualifications, and fit for the organization. A social media background check is done on the candidates presented. This includes popular social media sites (Facebook, Twitter, YouTube, etc.) and other search engines for objectionable material, such as racist remarks or behavior, explicit photos and video, and illegal activity.

We will prepare a Candidate Slate of the top qualified candidates for the Search Committee to review. The candidate slate includes the candidate's career history, cover letter, and resume. We review the Candidate Slate via conference call with the Search Committee and provide an oral brief of each candidate highlighting their accomplishments, strengths, interest in the position, and personal information. During the conference call, we work with the Search Committee to select the individuals who will be invited in for personal interviews.

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CANDIDATE INTERVIEWS WITH SEARCH COMMITTEE AND CLOSING PHASE 3

JORGENSON CONSULTING works with the Search Committee to prepare for finalist interviews and recommends the following two-step interview process.

Step 1: First Round Interview; interview process that tests the candidates in various formats and allows the Search Committee to get to know the candidate in a more personal setting; this includes:

- A formal interview with the Search Committee in a board room setting or via video conference; JORGENSON CONSULTING attends the interviews and facilitates the process. In addition, we will provide suggested interview questions, candidate ranking tools and lead a wrap-up discussion to help the Search Committee determine which candidates will move on as finalists.
- A community tour in a 1-on-1 setting or small group. *
- A dinner or meal with a small group of Search Committee members. *

*It is important to note that having interpersonal time with a candidate outside of the formal interview is critical for both the Search Committee and candidate. In our years of experience, we have found these conversations greatly assist in determining the best fit for the organization and community.

Step 2: Final Round Interviews; this is often the most critical step in the process as the goal from the final round is to have a finalist that is sold on the opportunity and community and a Search Committee consensus on a final candidate. This is also where the family becomes engaged in the process, as the family needs and considerations are often overlooked. The visit will typically take place over a weekend, so the family has time to visit and look around the area. The final round of interviews include:

- A final formal interview with the Search Committee in a board room setting. Each of the finalists will be asked to prepare a short presentation on a topic agreed to by the Search Committee prior to the interview, followed by additional questions from the Search Committee and questions from the Candidate to the Search Committee.
- Meetings or introductions may also take place with stakeholder groups, Board members, community leaders, and key staff. JORGENSON CONSULTING will work closely with the Search Committee to determine who should be involved in the meetings.
- We suggest an informal social event with the Board, Search Committee, or community leaders where the candidate's spouse is also invited to attend.
- Meeting with a realtor or relocations specialist to tour the area and look at housing options.
- The spouse and/or family members typically accompany the candidate to Bastrop to look at housing, schools, and recreational amenities offered. JORGENSON CONSULTING will have in-depth conversations with the candidate and spouse to gain an understanding of their needs from the community, including a spouse's career, real estate issues, family concerns, and relocation details. We will work with you to plan things like preliminary house-hunting activities, visits to schools, etc. It is essential to address family needs during the second interview to ensure a positive long-term fit for the candidate and trailing family members.

JORGENSON CONSULTING handles all travel logistics for the candidates and works with the Search Committee on all details and interview schedule.

QUALIFYING REFERENCES, BACKGROUND CHECKS, AND CONTRACT NEGOTIATIONS

The importance of references cannot be overstated. JORGENSON CONSULTING conducts in-depth interviews with references (e.g., peers, board members, prior employers, subordinates) that can provide insights into the candidate's professional skills, experience, management style, and personality traits, and integrity. Once a final candidate is identified, JORGENSON CONSULTING utilizes the service of an outside

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firm to conduct a comprehensive background profile on the selected candidate, including credit, criminal, liens/judgments, bankruptcies, sexual offenses, motor vehicle, and verification of education.

JORGENSON CONSULTING works with the Search Committee to hire the preferred candidate and contract negotiations. We maintain continuous contact and communication with the top candidates. If this candidate is not local, we communicate with his/her spouse and family to ensure their specific needs and concerns are identified, and we work with the Search Committee to develop a strategy to address the family needs. Every year, JORGENSON CONSULTING conducts numerous compensation and benefits studies for chambers of commerce, economic and community development organizations. We utilize this knowledge and experience with negotiations to establish an appropriate job offer. Once the terms and conditions of employment are negotiated, JORGENSON CONSULTING will prepare an employment agreement.

PERSONALITY ASSESSMENT

As an additional service and fee, JORGENSON CONSULTING partners with Braun Leadership to conduct personality assessments for the final group of candidates. Judy Braun has over 30 years of experience leading Talent Management initiatives for large organizations and professional service firms alike. Judy is a certified executive coach and is certified in many assessments including the Hogan Assessment Systems. Hogan provides the most accurate and efficient tools for predicting a candidate's performance. The following services are available.

- To help clients in their interviewing and selection process, Braun Leadership uses the Hogan Personality Inventory (HPI), the Motives, Values, Preferences Inventory (MVPI), and the Hogan Development Survey (HDS) to give clients an executive summary of a candidate's Hogan results, and offers suggested areas for further probing based on the given role or mandate.
- Braun Leadership can debrief with the Search Committee with questions outside the results already provided.
- Additionally, once a candidate has accepted the position, Braun Leadership can debrief the Hogan results with the candidate providing valuable insights, and then work with the candidate to develop a high-level actionable development plan to help ensure a successful onboarding experience.

FOLLOW-UP

JORGENSON CONSULTING does not stop our engagement once the finalist is hired. We maintain regular communications with the finalist and the Search Committee Chair after employment begins, as well as at three, six, and twelve months to ensure a smooth transition.

COMMUNICATION WITH THE SEARCH COMMITTEE

With any consulting assignment, but particularly with an executive recruitment project, reliable and timely communication is fundamental to project success. JORGENSON CONSULTING will communicate with the Search Committee Chair on a weekly basis with email updates on the progress of the search. Additionally, it is typical for the consultant and Search Committee Chair to have regular phone and/or email communication as questions arise.

CONSULTING FEE AND EXPENSES

The executive search fee is 30% (thirty percent) of the finalist candidate's first year's projected cash compensation, which includes base salary and projected year one bonus, with a minimum search fee of \$39,500 (thirty-nine thousand, five hundred dollars). The executive search fee does not include the following

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Bastrop Economic Development Corporation

consulting expenses and communication costs. JORGENSEN CONSULTING does not charge handling fees for expenses; we bill at cost.

Consulting Expenses include:

- Communication and administrative expenses (phone, mail, research, printing, document preparation, etc.) Fixed fee billed at \$450 with each invoice. (not to exceed \$1,350)
- Advertising IEDC and LinkedIn. Estimated cost \$1,200.
- Background Check Credit, Civil, Criminal, Driving, and Education on two final candidates. Estimated cost is \$350 per candidate.
- Social Media Background Check Cost is \$95 per candidate.
- Consultant Travel Airline flights and related expenses to interview candidates and travel to the client are billed at cost.
- Candidate Travel/Expenses to Bastrop This amount is variable based on the number of candidates you select to interview and where they will be traveling from and is billed at cost.
- Personality Assessment Test If the EDC decides to conduct a personality assessment, the fee for the assessment and report with Braun Leadership is \$500 per candidate. Add on services includes report debriefing with the Search Committee is \$125/hour and debriefing with the final candidate on results is \$250.

Fee Schedule - net thirty (30) calendar days from the receipt of the invoice.

- One-third of the executive search fee is billed upon execution of the executive search contract.
- A second one-third of the executive search fee and expenses are billed after the candidate slate is presented and approved by the Search Committee.
- Final one-third of the executive search fee and expenses are billed after the candidate is hired.

In the process of introducing candidates to a community, we have had occasions when more than one of the candidates we present is hired. If the EDC hires a second candidate, the EDC will be billed 20% (twenty percent) of the candidates first year's total expected compensation. If another organization in your community hires one of the presented candidates, the EDC shall assume no liability for a second search fee. JORGENSEN CONSULTING will handle invoicing and collecting the 20% (twenty percent) fee from the hiring organization.

GUARANTEE

If the hired candidate resigns or is terminated, for any reason, during the first twelve (12) months of employment, JORGENSEN CONSULTING will conduct a new search on the same terms as the original search at no additional consulting fee. JORGENSEN CONSULTING must be notified, in writing, within seven (7) days of resignation or termination. The EDC will be responsible for paying for all out-of-pocket expenses associated with the search, including consultant and candidate travel. Exception: This guarantee does not apply if the candidate is promoted or transferred within the EDC, if an unanticipated reorganization modifies the position in any material respect from the role outlined in the job description if the position is transferred to another organization or entity, if there is a Board leadership change at the Chairman/Vice-Chairman or incoming Chairman level if the EDC has a material funding shortfall or the position is eliminated or consolidated into a separate organization.

REFERENCES

JORGENSEN CONSULTING will provide references upon request.

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EXAMPLES OF RECENT PLACEMENTS

- March 2022 Jason El Koubi President and CEO of the Virginia Economic Development Partnership (VA)
- January 2022 Brian Surratt, President and CEO, Greater Seattle Partners (WA) *
- January 2022 Sarah Carabias-Rush, Chief Economic Development Director, greater:SATX (TX) *
- October 2021 Johnna Reeder Kleymeyer, President/CEO Colorado Springs Chamber & EDC (CO) *
- October 2021 Jonas Peterson, CEO Southwest Michigan First (MI)
- October 2021 Gloria Salinas, Vice President Frisco Economic Development Corporation (TX) *
- August 2021 Lisa Krouse, CEO EDC of Sarasota County (FL) *
- May 2021 Geri Beck, CEO Mitchell Area Chamber of Commerce and Development Corporation (SD) *
- May 2021 Ryan Unger, President and CEO Harrisburg Regional Chamber and CREDC (PA)
- January 2021 Justyn Dixon, President North Louisiana Economic Partnership (LA)
- December 2020 Garry Clark, President and CEO, Economic Alliance Snohomish County (WA) *
- October 2020 Jerry Chavez, Executive Director, Delta Strong (MS) *
- October 2020 Tom Casanova, Assistant Vice President Commercial Lender, Northwest Bank & Trust (WI)
- August 2020 Linda Wunsch, Assistant Vice President Commercial Lender, Northwest Bank & Trust (IA) *
- August 2020 Keith Tunnell, Economic Development Director of the City of Albemarle (NC)
- June 2020 Jerald Mitchell, President and CEO of the Greater Columbus Chamber (GA) *
- June 2020 Laura Johnson Lee, Senior Vice President of Economic Development of the Greater Winston Salem Inc. (NC) *
- April 2020 Steven W. Weathers, the first President and CEO of the Greenville ENC Alliance (NC)
- April 2020 Laura Huffman, President of the Austin Chamber of Commerce (TX) *
- January 2020 Stephanie Agee, Vice President, International Trade of the Virginia Economic Development Partnership (VA) *

* Diverse and female placements