

**UC Systemwide Vendor Contracts to Assist Hiring Managers
Identify Suitable Retained Search Firms to Fill
Executive and Senior Level Positions**

The attached schedules list retained search firms who have established systemwide professional services agreements with the University of California. Typically each agreement is for a three-year period, with annual renewals thereafter. Thirty firms are offered, including four that are available to the Medical Centers only. Schedule 1 lists firms approved for use by Medical Centers and Health Professional Schools; Schedule 2 lists vendors approved for use by the Campuses, Laboratories and UCOP. Hiring managers may use any of these firms at their discretion so long as a Letter of Engagement is approved for each search assignment and a purchase order authorized at the local level. These firms have provided discount pricing in order to be accepted onto this list, and are immediately available to managers because the professional services agreements already exist. A number of the firms offer services specific to particular functions -- like Marketing, Technology and Student Affairs -- others offer unbundled services where, for a lower fee, the firm will conduct only part of the search process. Some vendors will charge only an hourly rate, and several will consider contingency placement assignments in addition to retained search. The list is managed out of Human Resources, Office of the President.

Additionally, some campuses offer retained search services through their Employment Services Office. These services usually are at no cost to the hiring manager (except for direct expenses) but are limited to searches for positions on their campus only. One campus, UC San Diego, has expanded its services to be available systemwide. It employs two professional search consultants on its employment staff who provide executive search services to the UCSD campus as well as to other UC locations on request and on a fee for service basis. These services involve payment of a professional fee of 10% of the successful candidate's appointment base salary; a summary of the main terms and conditions used by UCSD to provide this service is given below. If a hiring manager wishes to consider the use of internal resources - including those provided by UCSD - she/he should initially contact their local Employment Services Office. Where it is appropriate to select an outside vendor, the attached schedule provides a summary of the main provisions of each vendor's contract. The contracts themselves are available for review on the UCOP Procurement Services Database.

February 2016

UC SYSTEMWIDE VENDOR CONTRACTS – RECRUITMENT SERVICES
1. UC MEDICAL CENTER EXECUTIVE SEARCH SYSTEMWIDE MASTER AGREEMENTS
(Including Health Professional Schools)
COMPARISON OF PRIMARY TERMS - APPROVED CONTRACTS AS OF FEBRUARY 2016

| FIRM | UC ORG. COVERAGE BY MASTER AGREEMENT, TIME PERIOD, & INITIAL TERM | STANDARD PROFESSIONAL FEE AS % OF TOTAL COMP (IN PLACE OF REGULAR 33.3%) | CAP ON PROFESSIONAL FEE | SEARCH RELATED INDIRECT EXPENSES FORMULA (AS % OF PROF. FEE) | CAP ON INDIRECT EXPENSES | DIRECT EXPENSES (e.g. ADVERTIZING, CONSULTANT & CANDIDATE TRAVEL/LODGINGS, COURIER SERVICES, PRINTING COSTS) | STRATEGIC RELATIONSHIP DISCOUNT | INVOICING (PAYMENT TERMS ALL NET 30) | SECOND HIRES - SIMILAR POSITION (AS % OF TOTAL COMP) | ACCIDENTAL HIRES (AS % OF TOTAL COMP) | OFF LIMITS SOLICITATION | GUARANTEE |
|--|--|--|---|--|--------------------------|--|--|--|--|--|---|--|
| Another Source Corp. | UC systemwide coverage including Campuses, Medical Centers, National Laboratories, UCOP, but firm offers a non-traditional retained referral service rather than retained search and placement service. Firm specializes in low to mid-level professional and management positions (up to Director level) in business areas of project/ program management, accounting/finance, marketing, purchasing, facilities and business operations analysts/ technical support/ admin. (Active until 1/31/2018) | Annual base Salary / Fee: \$44-55k / \$2,500 \$55.1 -70k / \$4,000 \$70.1 -85k / \$5,000 \$85K-above / \$5,500 | See Fixed Fee Schedule | None (only actual expenses) | N/A | Actual Direct; no mark up | Firm offers 5% discount on fees once a location has listed 4 searches with Another Source | Fee is billed first week of Engagement | Search starts within 3 months of successful completion of a similar search; will consider a reduced program fee dependent on how transferable the candidate pool is to new location, salary level, and position responsibilities | No additional fee for accidental hires | UC off limits <u>by location</u> for one year after placement; for placed candidates indefinite so long as employed by University | Traditional one-year guarantee not provided. If University considers identification of candidates unsatisfactory firm will refund 80% of program fee if notified in writing within 4 weeks by University; if placed candidate quits within 30 days firm will consider a reduction in program fee to find a replacement |
| The Caldwell Partners International | UC systemwide coverage including Campuses, Medical Centers, National Laboratories and UCOP (Active until 3/31/2019) | 30% (minimum fee, if applicable, will be determined for each individual search) | \$200,000 for all academic / administration searches; \$240,000 for all Medical Center searches | 10% to 12%, to be determined for each assignment | \$20,000 | Actual Direct, no mark up | Professional fee reduced 2% to 28% when annual systemwide fee volume exceeds \$500k; discount increases to 5% (25% fee) when annual volume exceeds \$1 million; support fee subject to negotiation by search | Billed in fourths 1. On Engagement 2. Engagement + 30 days 3. Engagement + 60 days 4. Engagement + 90 days | Search starts within 3 months of a similar search; if similar position, firm agrees to consider reduced fee | 20% | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates so long as employed by the University | No new professional fee if separation within one year of appointment (organizational realignment / restructure excluded) |

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| The Continuum Group, Inc. | UC Medical Centers, Health Professional Schools, UCOP Health Sciences & Services (Active until 1/10/2016) | 25% of the first year's total compensation | N/A | 10% | N/A | Actual Direct; no mark up | None provided | Billed in thirds 1. On Engagement 2. Engagement + 30 days 3. Engagement + 60 days | Search starts within 6 mos. for more than one executive is hired, professional fee reduces to 15%. Professional fee reduces to 20% if another UC location initiates another search process for a similar position, as mutually agreed, within 3 months of successful completion of a search for the University | | | |
| Furst Group | UC Medical Centers, Health Professional Schools, UCOP Health Sciences & Services (02/01/13 - 01/31/16; extended three year) | Flat amount of \$28k for Director/Administrator Level Flat amount of \$32,500 for VP/Department Chair Level Flat amount of \$41,750 for Dean/CXO roles Critical mid level or specialty positions: Flat amount of \$27,500 for non-clinical Director/VP level Flat amount of \$31,000 for clinical Director/VP level | \$200,000 | \$380/month thru 2011 (e.g. 6 months search = \$2,280) | None | Actual Direct, no markup | None provided (because of up front 25% professional fee) | Billed in thirds: 1) Engagement + 30 days; 2) On presentation of candidates; 3) 30 days after 2nd installment. | Search starts within 6 months of successful completion of a similar search; will consider a fee below 25%. | 23% (max. \$200k) | UC off limits <u>systemwide</u> for 1 year after placement; Indefinite for placed candidates. | No new professional fee if separation within one year of appointment (organizational realignment/ restructure excluded) |

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| Heidrick & Struggles, Inc. | UC systemwide coverage including Campuses, Medical Centers, National Laboratories, UCOP (Active until 1/31/2016) | 30% (minimum fee of \$75k) | \$150,000 | 12% | \$15,000 | Actual Direct, no mark up | Professional fee reduced by 2% to 28% when professional fees systemwide in a single calendar year exceed \$250k | Billed in thirds: 1. On Engagement 2. Engagement +30 days 3. Engagement + 60 days | Search starts within 3 months of successful completion of a similar search; professional fee reduces to 25% | 25% | UC off limits for one year and <u>only for position's immediate manager and direct reports</u> ; indefinite for placed candidates so long as employed by the University | No new professional fee if separated within one year, and termination is not caused by organizational realignment / restructure, changes to position specifications, location change, instances of death or serious illness, or reasons made known to University during search process |
| Isaacson, Miller | UC systemwide coverage including Campuses, Medical Centers, National Laboratories, UCOP (01/31/13 - 01/31/19; extended term three years) | 30% (minimum fee of \$45k) | \$200,000 | 10% (maximum of \$20k) | \$22,000 | Actual Direct, no markup | None Provided | Billed in thirds during first 3 months (will consider extended terms by search assignment) | Search starts within 3 months of successful completion of a similar search; will reduce fee on second search to 28% (max. \$200k) | 20% (max. \$200k) | UC off limits <u>by location</u> for 1 year after placement; indefinite for placed candidates. | No new professional fee if separation within one year of appointment (org restructure, death, and disability excluded) |
| Korn Ferry | UC Medical Centers, Health Professional Schools, UCOP Health Sciences & Services (Active until 08/09/2017) | 31% (minimum fee of \$80k effective May 1, 2011) | \$200,000 | 12% | \$18,000 | Actual Direct, no markup | None provided | Billed in thirds during first 3 months (will consider extended terms by search assignment) | Search starts within 3 months of completion of a similar search; will consider 10% discount. | 16.7% (max. \$200k) | UC off limits <u>by location</u> for 1 year after placement; indefinite for placed candidates. | No new professional fee if separation within one year of appointment (organizational realignment / restructure excluded) |
| Montgomery and Montgomery | UC Medical Centers, Health Professional Schools, UCOP Health Sciences & Services (Active until 10/17/2016 Firm offers non-traditional unbundled search services charging an hourly fee (\$275) which it caps both at a dollar level and as a percent of total annual compensation for the position. Firm has a particular strength in searches in Health Care Industry | Goal of firm is to "unbundle" services and charge for time and materials. To limit costs it will cap its fees for engagements with total compensation under \$250,000, at lesser of 25% of total compensation or \$55,000. For engagements with total compensation in excess of \$250,000, the fee cap is lesser of 22% or \$70,000. | \$70,000 | None | N/A | Actual Direct, no mark up | None provided | Invoiced monthly during conduct of search unless cap on fees reached before search is completed | Not applicable; will charge hourly rate | No fee charged | UC off limits <u>by location</u> for one year after placement; indefinitely for placed candidates so long as employed by the University | No new professional fee if separation within one year of appointment (organizational realignment/restructure excluded) |

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| Potter Associates, LLC | UC Medical Centers, Health Professional Schools, UCOP Health Sciences & Services (Active until 1/31/2019) | 25% Note: also offers low cost candidate sourcing on-demand; this limited service is 12% of total annual compensation; 4% is contingent on successful placement by search firm | \$200,000 | Flat fee with \$1,500 minimum and \$6,000 maximum; charge will be based on recruitment parameters for each search | \$6,000 | Actual Direct, no markup | Professional fee reduced to 20% after four engagements systemwide in any fiscal year | Billed in thirds: 1) On Engagement; 2) Engagement + 30 days; 3) Acceptance of offer by successful candidate | Search starts within 30 days of successful completion of similar search; fee reduced to 20%. Minimum \$30,000 fee charged in all cases | 20% (max. \$200k) | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates | No new professional fee if separation within one year of appointment (organizational realignment/restructure excluded) |
| Randstad Professionals US, LP | UC systemwide coverage including Campuses, Medical Centers, National Laboratories and UCOP (Active until 9/1/2019). Firm offers variety unbundled services at prices below traditional retained search rate; 18% for contingency hires; recruitment focus on professionals and mid-level management | 23% (minimum of \$10k) Charges 10% professional fee for specified unbundled services - see contract; also offers contingency placements | \$40,000 for searches under \$250,000 annual salary; \$70,000 for searches at/above \$250,000 | None | N/A | Actual Direct, no mark up | Professional fee reduces to 20% when systemwide professional fees for retained search in a single year exceed \$750k | Billed in thirds 1. On Engagement 2. Engage + 30 days 3. Engage + 60 days (billing for unbundled services agreed on project basis; contingency fees due 90 days after placement) | Search starts within 3 months of successful completion of a similar search; professional fee reduces to 20% | 20% (max. of \$70k) | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates so long as employed by the University | No new professional fee if separation within one year of appointment (organizational realignment/restructure excluded); 120 days guarantee for contingency placements |
| Russel Reynolds Associates, Inc. | UC systemwide coverage including Campuses, Medical Centers National Laboratories, UCOP (Active until 7/31/2017) | 30% (each engagement must be 12 months or less) | \$250,000 | Fixed \$7,500 per search | \$7,500 | Actual Direct; no mark up | None Provided | Billed in thirds 1. On Engagement 2. Engagement + 30 days 3. Engagement + 60 days | Search starts within 3 months of successful completion of a similar search; professional fee reduces to 25% | 25% (max \$250k) | UC off limits <u>by location</u> but only for non academic executive employees unless special arrangements agreed in Letter of Engagement for a specific search; indefinite off limits for placed candidates | No new professional fee for up to 3 months if separation within one year of appointment (organizational realignment/restructure, death & disability excluded) |
| Shelli Herman and Associates | UC systemwide coverage including Campuses, Medical Centers, National Laboratories, UCOP (Active until 1/31/2018) | No more than 30% (Minimum fee \$40k) | \$100,000 | None (only actual expenses) | N/A | Actual Direct; no mark up | None provided | Billed in thirds 1. On Engagement 2. Engagement + 30 days 3. Engagement + 60 days | Search starts within 3 months of successful completion of a similar search; professional fee reduces to 25% | 20% | UC off limits <u>by location</u> for one year after placement; for placed candidates indefinite so long as employed by University | No new professional fee if separation within one year of appointment; (organizational realignment/restructure excluded) |

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| Spencer Stuart | UC Medical Centers, Health Professional Schools, UCOP Health Sciences & Services (Active until 5/31/2017) | Averages approx. 32% (Fixed dollar amount by salary band; no downward adjustment made by firm if actual hire in a lower salary band than one agreed) | \$240,000 | 10% | None | Actual Direct, no markup | None provided | Billed in thirds during first 3 months (will consider 4 monthly quarterly payments by search assignment) | Search starts within 3 months of completion of a similar search; if similar position agrees to consider reduced fee. | 28% (max. \$240k) | UC off limits <u>only for position's direct reports</u> ; indefinite for placed executive. | No new professional fee if separation within one year unless termination is due to circumstances that search firm could not have foreseen. |
| Storbeck/Pimentel& Associates | UC systemwide coverage including Campuses, Medical Centers National Laboratories, UCOP (Active until 9/8/2017) | 30% (minimum fee of \$55k) | \$120,000 | 11% | \$13,200 | Actual Direct; no mark up | By campus discount: 1. 5-7 searches started in 12 month period, professional fee reduces to 29%. 2. 8 or more searches started in 12 months, professional fee reduces to 28% and expenses fee to 9% (max \$10,800) | Billed in thirds on Engagement, 30 days, and at 60 days | Search starts within 3 months of completion of similar search;will consider reducing professional fee | 20%(min \$55k) | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates | No new professional fee if separation within one year of appointment (organizational realignment / restructure excluded) |
| UC San Diego Executive Recruitment Services | UC systemwide coverage, including all campuses and Medical Centers. Internal UC firm that specializes in all MSP level positions. | 14% fee of base comp (Minimum 10k) | See fee arrangement | None | N/A | Actual expenses under UC contracts, no markup charge. Recharge back to dept with index number. | UC negotiated contracts with ad sources, and/or other related vendors. | Billed in full within 30 days of hire date. | Same agreed upon fee structure (10%) | Same agreed upon fee structure (10%) | UC off limits by location for two years after placement. | No new professional fee if separation within one year of appointment. University must notify search firm within 60 days of departure. |
| Witt Kieffer | UC Medical Centers, Health Professional Schools, UCOP Health Sciences & Services (Active until 1/31/2018) | 31% (minimum fee of \$60k) | \$225,000 | Fixed \$4,500 per search | \$4,500 | Actual Direct, no markup | By campus discount: 1) 4-5 searches started within 12 months, professional fee reduces to 30%; 2) 6 or more searches started within 12 months, fee reduces to 29%. | Billed in thirds during first 4 months (1st at engagement, 2nd at 60 days, 3rd at 120 days) | Case by case consideration. | 20% (max. \$225k) | UC off limits <u>by location</u> for 1 year after placement; 3 years for placed executives. | No new professional fee if separation within one year of appointment (org restructure, death, and disability excluded). |
| Wheless Partners | UC systemwide coverage including Campuses, Medical Centers, National Laboratories and UCOP (Active until 7/14/2017) | 28% (minimum of \$30k) | \$250,000 | 10% (with minimum of \$7,500) | \$17,500 | Actual Direct, no mark up | None provided | Billed in thirds 1. On engagement 2. Engagement + 45 days 3. Acceptance of offer by successful candidate | Search starts within 3 months of completion of a similar search; professional fee reduced to 25% | 20% | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates so long as employed by the University | No new professional fee if separation within one year of appointment (organizational realignment/restructure excluded) |

UC SYSTEMWIDE VENDOR CONTRACTS – RECRUITMENT SERVICES
2. UC CAMPUSES, LABORATORIES, UCOP EXECUTIVE SEARCH MASTER AGREEMENTS
COMPARISON OF PRIMARY TERMS AND CONDITIONS AS OF FEBRUARY 2016

(See Separate List for All Search Firms Servicing the Medical Centers and Health Professional Schools Through Systemwide Agreements)

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| Another Source Corp. | UC systemwide coverage including Campuses, Medical Centers, National Laboratories, UCOP, but firm offers a non-traditional retained referral service rather than retained search and placement service. Firm specializes in low to mid-level professional and management positions (up to Director level) in business areas of project/program management, accounting/finance, marketing, purchasing, facilities and business operations analysts/technical support/admin. (Active until 1/31/2018) | Annual base Salary / Fee: \$44-55k / \$2,500 \$55.1 -70k / \$4,000 \$70.1 -85k / \$5,000 \$85K-above / \$5,500 | See Fixed Fee Schedule | None (only actual expenses) | N/A | Actual Direct; no mark up | Firm offers 5% discount on fees once a location has listed 4 searches with Another Source | Fee is billed first week of Engagement | Search starts within 3 months of successful completion of a similar search; will consider a reduced program fee dependent on how transferable the candidate pool is to new location, salary level, and position responsibilities | No additional fee for accidental hires | UC off limits <u>by location</u> for one year after placement; for placed candidates indefinite so long as employed by University | Traditional one-year guarantee not provided. If University considers identification of candidates unsatisfactory firm will refund 80% of program fee if notified in writing within 4 weeks by University; if placed candidate quits within 30 days firm will consider a reduction in program fee to find a replacement |
| B.E. SMITH | UC Medical Centers, Health Professional Schools, UCOP Health Sciences & Services (03/01/10 - 02/28/19) | 30% (minimum fee of \$30k) | \$200,000 (\$250,000 for CEO's) | None | N/A | Actual Direct, no markup | Professional fee reduced when cumulative salaries for all searches in 12-month period exceeds: \$150K (29.5%); \$350K (29%) and \$1.5 million (28%) | Billed in thirds during first 3 months (will consider four monthly quarterly payments by search assignment) | Search starts within 6 months of successful completion of a similar search, will offer 25% fee | 20% (max. \$200k) | UC off limits <u>by location</u> for 1 year after placement; indefinite for placed candidates | No new professional fee if separation within 18 months of appointment so long as position remains unchanged; 24 months guarantee for CEO placements |
| The Caldwell Partners International | UC systemwide coverage including Campuses, Medical Centers, National Laboratories and UCOP (Active until 3/31/2019) | 30% (minimum fee, if appropriate, will be determined for each individual search) | \$200,000 for all academic / administration searches; \$240,000 for all Medical Center searches | 10% to 12%, to be determined for each assignment | \$20,000 | Actual Direct, no mark up | Professional fee reduced 2% to 28% when annual systemwide fee volume exceeds \$500k; discount increases to 5% (25% fee) when annual volume exceeds \$1 million; support fee subject to negotiation | Billed in fourths 1. On Engagement 2. Engagement + 30 days 3. Engagement + 60 days 4. Engagement + 90 days | Search starts within 3 months of a similar search; if similar position, firm agrees to consider reduced fee | 20% | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates so long as employed by the University | No new professional fee if separation within one year of appointment (organizational realignment / restructure excluded) |
| Greenwood/ Asher and Associates | UC systemwide coverage <u>not</u> including Medical Centers (Active until 1/10/2019) | 27% (will consider reduced fee for multiple searches on a campus) Firm is also willing to consider unbundling services, especially for athletics | \$190,000 | 5% | \$5,000 | Actual Direct; no mark up | None provided | Billed in thirds 1. On Engagement 2. Engagement + 30 days 3. On engagement + 60 days (Will consider 4 installments of 25% over four months) | Search starts within 3 months of successful completion of a similar search; professional fee reduces to 25% | 20% | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates so long as employed by the University | No new professional fee if separation within one year of appointment; (organizational realignment / restructure excluded) |

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| Heidrick & Struggles, Inc. | UC systemwide coverage including Campuses, Medical Centers, National Laboratories, UCOP (Active until 1/31/2016) | 30% (minimum fee of \$75k) | \$150,000 | 12% | \$15,000 | Actual Direct, no mark up | Professional fee reduced by 2% to 28% when professional fees systemwide in a single calendar year exceed \$250k | Billed in thirds: 1. On Engagement 2. Engagement +30 days 3. Engagement + 60 days | Search starts within 3 months of successful completion of a similar search; professional fee reduces to 25% | 25% | UC off limits for one year only <u>and for position's immediate manager and direct reports only</u> ; indefinite for placed candidates so long as employed by the University | No new professional fee if separated within one year, and termination is not caused by organizational realignment / restructure, changes to position specifications, location change, instances of death or serious illness, or |
| Diversified Search (acquired Hodge Partners 06/2011; terms or contract remain unchanged) | UC systemwide coverage <u>not</u> including Medical Centers (Active until 12/31/2017) | 28% (minimum fee \$42k) | \$100,000 | 10% | \$10,000 | Actual Direct; no mark up | None provided | Billed in fourths 1. On Engagement 2. Engagement + 30 days 3. Engagement + 60 days 4. Engagement + 120 days | Search starts within 3 months of successful completion of a similar search; professional fee reduces to 25% | 20% (max. \$100k) | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates so long as employed by the University | No new professional fee if separation within one year of appointment (organizational realignment / restructure excluded) |
| Isaacson, Miller | UC systemwide coverage including Campuses, Medical Centers, National Laboratories, UCOP (Active until 1/31/2019) | 30% (minimum fee of \$45k) | \$200,000 | 10% (maximum of \$20k) | \$22,000 | Actual Direct; no mark up | None Provided | Billed in thirds first 3 months (will consider extended terms by search assignment) | Search starts within 3 months of successful completion of a similar search; will reduce fee on second search to 28% (max. \$200k) | 20% (max \$200k) | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates | No new professional fee if separation within one year of appointment (organizational realignment/restructure, death & disability excluded) |
| Korn/Ferry International | UC systemwide coverage <u>not</u> including Medical Centers(separate contract covering Medical Centers). (Active until 9/9/2017) | 31%(minimum fee of \$80k) | \$200,000 | 10% (maximum of \$15k) | \$18,000 | Actual Direct; no mark up | None Provided | Billed in thirds: 1. On Engagement 2. Engagement +30 days 3. Engagement + 60 days | Search starts within 3 months of completion of a similar search; professional fee reduces to 30% (min - \$80k) | 25% (min - \$80k) | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates | No new professional fee if separation within one year of appointment (organizational realignment/restructure excluded) |
| OPUS Search Partners, Inc. | UC systemwide coverage <u>not</u> including Medical Centers (Active until 8/31/2017) | 28% (reduces in steps to 25% and 20% based on annual volume for all searches: see Strategic Relationship Discounts) | \$125,000 | None | N/A | Actual Direct; no mark up | Professional fee reduced to 25% for searches when systemwide professional fees exceed \$250k: fee reduces to 20% once professional fees exceed \$500k annually | Billed in thirds: 1. On Engagement 2. Engagement +30 days 3. Engagement + 60 days | Search starts within 3 months of completion of similar search; professional fee reduces to 25% | 20% (max \$125k) | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates | No new professional fee if separation within one year of appointment (organizational realignment/restructure excluded) |

UC SYSTEMWIDE VENDOR CONTRACTS – RECRUITMENT SERVICES
2. UC CAMPUSES, LABORATORIES, UCOP EXECUTIVE SEARCH MASTER AGREEMENTS
COMPARISON OF PRIMARY TERMS AND CONDITIONS AS OF FEBRUARY 2016

(See Separate List for All Search Firms Servicing the Medical Centers and Health Professional Schools Through Systemwide Agreements)

| FIRM | UC ORG. COVERAGE BY MASTER AGREEMENT (initial time period) | STANDARD PROFESSIONAL FEE AS % TOTAL ANNUAL COMP. (IN PLACE OF 33.3%) | CAP ON PROFESSIONAL FEE | SEARCH RELATED INDIRECT EXPENSES FORMULA (AS % OF PROF. FEE) | CAP ON INDIRECT EXPENSES | DIRECT EXPENSES (e.g. ADVERTIZING, CONSULTANT & CANDIDATE TRAVEL/LODGINGS, COURIER SERVICES, PRINTING COSTS) | STRATEGIC RELATIONSHIP DISCOUNTS | INVOICING (PAYMENT TERMS ALL NET 30) | SECOND HIRES - SIMILAR POSITION (AS % OF TOTAL COMP) | ACCIDENTAL HIRES (AS % OF TOTAL COMP) | OFF LIMITS SOLICITATION | GUARANTEE |
|--|--|---|---|--|--------------------------|--|--|---|---|---------------------------------------|---|---|
| Randstad Professionals US, LP | UC systemwide coverage including Campuses, Medical Centers, National Laboratories and UCOP (Active until 9/1/2016). Firm offers variety unbundled services priced below retained search rate; 18% for contingency hires; recruitment focus profs. & mid-level mngmnt. | 25% (minimum of \$10k) Charges 10% professional fee for unbundled services - see contract; also offers contingency placements at 18% | \$40,000 for searches under \$250,000 annual salary; \$70,000 for searches at/above \$250,000 | None | N/A | Actual Direct, no mark up | Professional fee reduces to 20% when systemwide professional fees for retained search in a single year exceed \$750k | Billed in thirds 1. On Engagement 2. Engage +30 days 3. Engage+ 60 days; (billing for unbundled services agreed by project; contingency fees payable within 90 days of placement) | Search starts within 3 months of successful completion of a similar search; professional fee reduces to 20% | 20% (max. of \$70k) | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates so long as employed by the University | No new professional fee if separation within one year of appointment (organizational realignment/restructure excluded); 120 days guarantee for contingency placements |
| Russell Reynolds Associates, Inc. | UC systemwide coverage including Campuses, Medical Centers National Laboratories, UCOP (Active until 7/31/2017) | 30% (each engagement must be 12 months or less) | \$250,000 | Fixed \$7,500 per search | \$7,500 | Actual Direct; no mark up | None Provided | Billed in thirds 1. On Engagement 2. Engagement +30 days 3. Engagement + 60 days | Search starts within 3 months of successful completion of a similar search; professional fee reduces to 25% | 25% (max \$250k) | UC off limits <u>by location</u> but only for non academic executive employees unless special arrangements agreed in Letter of Engagement for a specific search; indefinite off limits for placed candidates | No new professional fee for up to 3 months if separation within one year of appointment (organizational realignment/restructure, death & disability excluded) |
| Sage Search Partners LLC. | UC systemwide coverage <u>not</u> including Medical Centers (Active until 12/31/2017) | 27% (minimum fee \$26,500) Firm also offers unbundled consulting services at \$125.00 per hour plus expenses | \$100,000 | Fixed fee of \$250 | \$250 | Actual Direct; no mark up | Offers a systemwide discount. Placement fee reduces to 24% and support fee \$225 when annual systemwide search fees exceed \$250,000; further reduction to 22% | Billed in thirds 1. On Engagement 2. Engagement + 30 days 3. On engagement + 60 days | Search starts within 3 months of successful completion of a similar search; professional fee reduces to 25% | 0.15 | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates so long as employed by the University | No new professional fee if separation within one year of appointment. University must notify search firm within 60 days of departure |
| Shelli Herman and Associates | UC systemwide coverage including Campuses, Medical Centers, National Laboratories, UCOP (Active until 1/31/2018) | No higher than 30% (Minimum fee \$50,000) | \$100,000 | None (only actual expenses) | N/A | Actual Direct; no mark up | None provided | Billed in thirds 1. On Engagement 2. Engagement + 30 days 3. Engagement + 60 days | Search starts within 3 months of successful completion of a similar search; professional fee reduces to 25% | 20% | UC off limits <u>by location</u> for one year after placement; for placed candidates indefinite so long as employed by University | No new professional fee if separation within one year of appointment; (organizational realignment / restructure excluded) |
| Spencer Stuart | UC systemwide coverage <u>not</u> including Medical Centers - separate contract covering Medical Centers; (Active 1/31/2018; working on extension) | Averages approx. 32% (fixed dollar amount by salary band; no downward adjustment made by firm if actual hire is in lower salary band than one agreed) | \$240,000 | 10% | None | Actual Direct; no mark up | None provided | Billed in thirds during first 3 months (will consider 4 monthly quarterly payments by search assignment) | Search starts within 3 months of successful completion of a similar search; firm agrees to consider reduced fee | 28% (max. \$240k) | UC off limits for one year only for position's direct reports | No new professional fee if separated within one year and termination is due to circumstances that search firm could have foreseen and did not raise with University |

UC SYSTEMWIDE VENDOR CONTRACTS – RECRUITMENT SERVICES
2. UC CAMPUSES, LABORATORIES, UCOP EXECUTIVE SEARCH MASTER AGREEMENTS
COMPARISON OF PRIMARY TERMS AND CONDITIONS AS OF FEBRUARY 2016

(See Separate List for All Search Firms Servicing the Medical Centers and Health Professional Schools Through Systemwide Agreements)

| FIRM | UC ORG. COVERAGE BY MASTER AGREEMENT (initial time period) | STANDARD PROFESSIONAL FEE AS % TOTAL ANNUAL COMP. (IN PLACE OF 33.3%) | CAP ON PROFESSIONAL FEE | SEARCH RELATED INDIRECT EXPENSES FORMULA (AS % OF PROF. FEE) | CAP ON INDIRECT EXPENSES | DIRECT EXPENSES (e.g. ADVERTIZING, CONSULTANT & CANDIDATE TRAVEL/LODGINGS, COURIER SERVICES, PRINTING COSTS) | STRATEGIC RELATIONSHIP DISCOUNTS | INVOICING (PAYMENT TERMS ALL NET 30) | SECOND HIRES - SIMILAR POSITION (AS % OF TOTAL COMP) | ACCIDENTAL HIRES (AS % OF TOTAL COMP) | OFF LIMITS SOLICITATION | GUARANTEE |
|--|--|--|-------------------------|--|--------------------------|--|--|---|---|---------------------------------------|---|--|
| Storbeck/Pimentel& Associates | UC systemwide coverage including Campuses, Medical Centers, National Laboratories, UCOP (Active until 9/8/2017) | 30% (minimum fee of \$55k) | \$120,000 | 11% | \$13,200 | Actual Direct; no mark up | By campus discount: 1. 5-7 searches started in 12 month period, professional fee reduces to 29%. 2. 8 or more searches started in 12 months, professional fee reduces to 28% and expenses fee to 9% (max \$10,800) | Billed in thirds on Engagement, 30 days, and at 60 days | Search starts within 3 months of completion of similar search; will consider reducing professional fee | 20%(min \$55k) | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates | No new professional fee if separation within one year of appointment (organizational realignment/restructure excluded) |
| The Spelman and Johnson Group | Firm specializes in student admissions/enrollments and student affairs at all job levels. UC systemwide coverage <u>not</u> including Medical Centers (Active until 12/31/2017) | 27% (minimum fee \$26.5k) Also offers Limited Active Outreach Plan for fee of \$16,500. | \$100,000 | Fixed fee of \$250 | \$250 | Actual Direct; no mark up | Offers a systemwide discount. Placement fee reduces to 24% and support fee \$225 when annual systemwide search fees exceed \$250,000; further reduction to 22% | Billed in thirds 1. On engagement 2. Engagement + 30 days 3. On engagement + 60 days | Search starts within 3 months of successful completion of a similar search; professional fee reduces to 25% | 15% | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates so long as employed by the University | No new professional fee if separation within one year of appointment. University must notify search firm within 60 days of departure. |
| UC San Diego Executive Recruitment Services | UC systemwide coverage, including all campuses and Medical Centers. Internal UC firm that specializes in all MSP level positions. | 14% fee of base comp (Minimum 10k) | See fee arrangement | None | N/A | Actual expenses under UC contracts, no markup charge. Recharge back to dept with index number. | UC negotiated contracts with ad sources, and/or other related vendors. | Billed in full within 30 days of hire date. | Same agreed upon fee structure (10%) | Same agreed upon fee structure (10%) | UC off limits by location for two years after placement. | No new professional fee if separation within one year of appointment. University must notify search firm within 60 days of departure. |
| Witt/Kieffer | UC systemwide coverage <u>not</u> including Medical Centers (separate contract covering Medical Centers) (Active until 8/30/2017) | 31%(minimum fee of \$60k) | \$225,000 | Fixed \$4,500 per search | \$4,500 | Actual Direct; no mark up | By campus discount: 1. 4-5 searches in 12 months, fee reduces to 30% 2. 6 or more searches started in 12 months, fee reduces to 29% | Billed in thirds during first four months (first on Engagement; 2nd at 60 days; 3rd at 120 days) | Case by Case consideration | 20% (max \$225k) | UC off limits <u>by location</u> for one year after placement ;3 years for placed candidates | No new professional fee if separation within one year of appointment (organizational realignment/restructure, death & disability excluded) |
| Wheless Partners | UC systemwide coverage including Campuses, Medical Centers, National Laboratories and UCOP (Active until 7/14/2017) | 28% (minimum of \$30k) | \$250,000 | 10% (with minimum of \$7,500) | \$17,500 | Actual Direct, no mark up | None provided | Billed in thirds 1. On engagement 2. Engagement + 45 days 3. Acceptance of offer by successful candidate | Search starts within 3 months of completion of a similar search; professional fee reduced to 15% | 20% | UC off limits <u>by location</u> for one year after placement; indefinite for placed candidates so long as employed by the University | No new professional fee if separation within one year of appointment (organizational realignment/restructure excluded) |