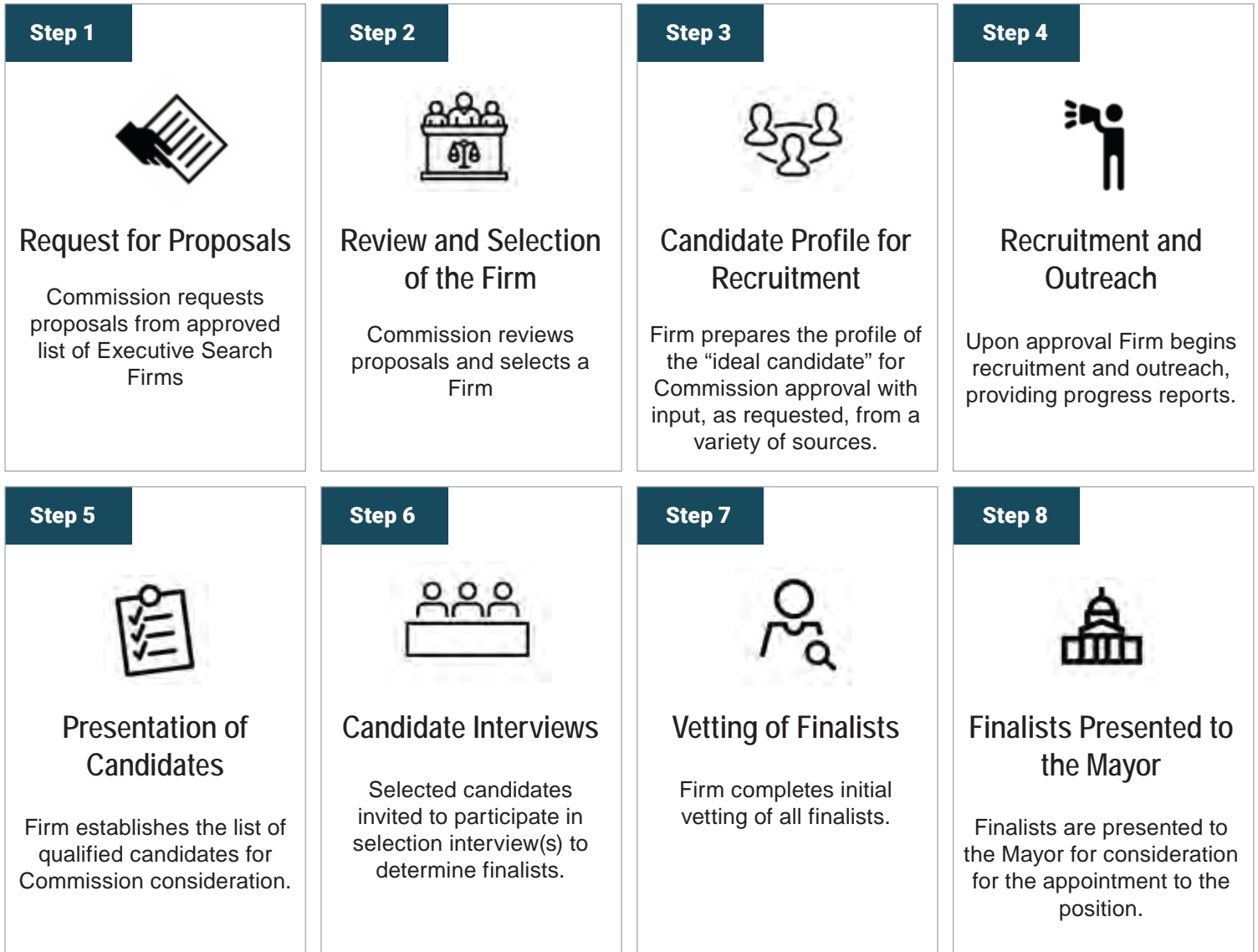




STEPS TO EXECUTIVE RECRUITMENT



Suggestions for Evaluation Criteria to Select a Firm

1. The Firm's demonstrated experience in recruitment of similar positions including recent successful recruitments in the industry.
2. Approach recommended by the Firm to involve the Commission and relevant stakeholders in the development of the candidate profile for recruitment.
3. Approach recommended by the Firm for the recruitment and selection of candidates.
4. Understanding and awareness of challenges associated with the selection of highly qualified candidates for this position.
5. Experience and expertise of the Firm's team member or members who will be involved in the recruitment process.
6. Proposed schedule and costs.