

1. Does your firm allow any contractual relationships between the search firm and candidates for a position (e.g., but not limited to, guarantee placement, payment of fees upon placement, or bonus upon placement)?

No our firm does not have any contractual relationship with candidates.

2. Will your firm agree to forego and avoid any contractual relationships with candidates you would recommend for the NWFSC President position or who would be included in the pool for the NWFSC president position?

We do not have any such contractual relationships with candidates.

3. Does your firm offer social media and print media reviews on candidates? If yes, please describe the scope of such a review and whether there are any additional charges beyond those disclosed in your original submission.

Yes we conduct thorough social media and print media reviews on candidates for no additional charge. The findings of this review will be presented through a general summary as well as specific examples of any findings of note.

4. Describe the type and level of criminal background assessment your firm completes on candidates and, if applicable, whether there are any additional charges beyond those disclosed in your original submission.

We do provide standard background checks on all finalists. For an extra layer of protection we also use Insight Diligence to conduct the most thorough background check on the market. <https://insightdiligence.com/> We include the cost of 1 finalist to receive the background check from Insight Diligence. If your committee wishes to conduct this level of background check for additional candidates the cost is \$4,000 per candidate.

Insight conducts pre-transaction investigations of individuals and entities to determine the suitability and reputation of potential business partners or to ensure the accuracy of disclosures regarding management in buy-side or sell-side engagements and capital raises. Our clients are investment

banks, private equity firms, family offices and other institutional investors. We bring to bear former prosecutors, attorneys, ex-FBI agents and other former law enforcement personnel, investigative journalists, research analysts and others whose common trait is vast experience in discreetly gathering the critical facts by creatively employing only legal and ethical methods. To begin, we conduct an online review of public records wherever they are available to find information about the subject including:

- Criminal history
- Federal and state civil litigation
- Corporate affiliations
- Bankruptcies, liens and judgments

- Regulatory sanctions
- Negative and/or relevant news articles
- Credit history (with a release)
- Property ownership
- Uniform Commercial Code filings
- Education and employment history (with a release)

Using the information gathered from the online searches, we will send investigators to the county, state and federal courthouses in every jurisdiction where the subject has resided over the past fifteen years. This is done for two reasons: first, we are able to conduct comprehensive research as certain counties do not publish information online or provide online records that are incomplete and/or out of date; and second, back up documentation from which a determination of materiality and relevance can be made is often not available online and must be retrieved by a visit to the appropriate courthouse; there is no substitute for pulling the documents and reading them.

This is the process that any sophisticated regulator, prosecutor or journalist will engage in, so it is our process. If it exists and they can find it, we will find it first and you will know about it before it becomes a problem. The incremental time and expense associated with doing this comprehensively, whenever time permits, is negligible.

We will present you with a detailed written report that sets forth the findings from our database research and on-site courthouse searches. Copies of all substantive articles and filings will be provided as attachments. It normally takes about 10 to 15 business days to complete this process; however, we will provide you real time updates of any serious or substantive adverse filings found during the investigation.

5. Does your firm conduct any form of personal fiscal review on candidates? If yes, please describe the scope of such a review and whether there are any additional charges beyond those disclosed in your original submission.

Our work with Insight Diligence includes a fiscal review on candidates. Again we included in our quote the cost of 1 finalist to receive this level of background check. If your committee wishes us to provide these checks for additional candidates the extra fee would be \$4,000 per candidate.

6. Describe the type of report or data your firm will provide to the search committee and/or Board of Trustees regarding each candidate's experience.

Renaissance Search will provide a profile on each finalist which will include an executive summary, strengths and weaknesses of the candidate, a social media and print media review and access to all of the candidates submitted materials. We will also provide a standard background check on all finalists and a comprehensive background check through Insight Diligence for at least 1 finalist.