



Thank you for considering Ramiro Consulting's application. Below please find responses to your inquiries. We are happy to discuss any outstanding details.

**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)?**

We do not allow contractual arrangements between our search firm and candidates. We represent only the interests of our customers, universities and colleges.

**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?**

Yes.

**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. This is standard service we provide which we believe gives us great insight in candidates, and which protects our customers. Our standard package includes a full search of relevant social media platforms (i.e., Facebook, Twitter or X, Instagram, LinkedIn), a Lexis-Nexus search for print media, and a JStor survey of academic articles. If a sitting or former politician makes the final round, we investigate his or her voting record and related media statements or company practices. We can conduct deeper dives into social media through our sub-contractors for additional cost.

**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.**

Yes. Ramiro Consulting conducts an in-depth background check which includes criminal records. There is no addition cost.

**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.**

Yes. As part of our standard procedure, Ramiro Consulting obtains information related to credit scores, financial history, and liens. There is no addition cost.

**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.**

Ramiro Consulting will compile a thorough dossier on all our top candidates and present these to the search committee. Each dossier will include detailed analyses of their past job performance based on interviews; an analysis of their professional work and/or scholarship; and an analysis of their public statements and social media history. In addition, each dossier will also include our own analysis of their strengths, weakness, and their fit to the position. Our goal is to make this process as smooth and easy as possible for the search committee.