



The Mercer Group, Inc.

An Executive Summary of what The Mercer Group offers Fort Pierce

Qualifications and Staffing

The Mercer Group, Inc. has been in operation for over twenty five years with our corporate headquarters in Atlanta and offices in thirteen (13) States, including **Florida**.

The project manager for the Search and Recruitment of Fort Pierce's next City Attorney will be W. D. Higginbotham, Jr. and he will serve Fort Pierce from our Seminole (Pinellas County), location. Mr. Higginbotham has over 30 years of public sector management experience, 23 of which is in Florida; including City Manager of four Florida Cities.

Understanding the Project

Services provided include, but are not limited to position analysis and preparation of position profiles, recruitment for the position, inviting potential candidates to apply, reviewing and screening applications, conducting interviews, reference checks and background checks of selected candidates, recommending a list of final candidates, coordinating "meet and greet functions" and final interviews, negotiating, and following up.

Our Approach and Our 7-Step Search Process

We recommend a seven (7)-step search process, including **Candidate Screening**, which is handled personally and thoroughly by Mr. Higginbotham. The details of our 7-Step Search Process are defined in our November 5 formal proposal on pages 19 through 22.

Schedule

The proposed schedule (page 23 of our November 5 proposal) we recommend provides for the successful candidates to be selected within 11 weeks or **LESS** from start to finish.

Reasonable Fees

Our fee, **including all expenses**, is a **total flat fee** and will be \$14,750 for Fort Pierce. Our fees for out of state clients may vary depending on location. However, increased costs associated with recruitments for out of state clients are not blended into a "one fee fits all" which would negatively affect Fort Pierce.

There will be NO additional fees/costs or expenses paid to The Mercer Group, Inc.



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Guarantees

We make ten (10) guarantees of our search and recruitment work for Fort Pierce. The ten (10) guarantees are listed and explained in our formal proposal on page 26; however,

While they are all important, we would like to highlight five as follows:

1. We will **keep working** until the placement is made and **we have a record of not failing**.
2. We will never recruit a candidate whom we have placed with Fort Pierce as long as he/she is employed by Fort Pierce without the full agreement of the City.
3. We will not recruit other candidates from Fort Pierce for two years after completion of this search assignment.
4. We **will not present a candidate simultaneously** to Fort Pierce and any other client. This permits us to represent Fort Pierce without any conflicts of interest.
5. If the selected candidate leaves your employ within the first two years, **FOR ANY REASON**, we will redo the search for expenses only; there will be **NO FEE** for our services.

We look forward to being of service to Fort Pierce.

THE MERCER GROUP, INC.

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