

9 February 2012

ADDENDUM 5

REQUEST FOR PROPOSAL NUMBER: 281202

Compensation Study Consultant

Please note the following responses to questions on the above referenced Request for Proposal.

- 1) What activities / work steps do you want completed this year (2012) vs. next year (2013)? *The project is anticipated to be completed in 18 months with the primary focus on the implementation of broad-bands, management of communication regarding the transition, FAQs, definitions of bands, etc to be ready for June 2013.*
- 2) Can ASU further describe what you mean by Position Management and define the work steps you envision with regard to it and the role you envision for the consultant? *This is outside of the scope of project...provided as background only.*
- 3) Will there be a formal review of ASU's Performance Management program(s) under the original scope of work? If a formal review is expected, how many performance management programs does ASU have? What role do you envision the consultant to have? *This is outside of the scope of work.*
- 4) There is no mention of bonuses or incentives. Can we assume this project will not include a bonus or incentive assessment? *ASU has not in the past used bonuses or incentives in any systematic way; would like to see if this might be something for exploration in the future, but currently this would not be an expected deliverable.*
- 5) Will your project manager be responsible for overseeing/managing a project management schedule or will the consultant? It is anticipated that the consultant would provide the project management schedule which would be managed internally by the primary project lead (Director, Compensation).