

1. **Will the formal evaluation of exempt and non-exempt position status and any potential changes be conducted under the protection of attorney client privilege?**

No.

2. **Does CBH participate in any current compensation surveys and will they be made available to the vendor?**

No, we do not.

3. **Is there a specific format that CBH expects for the market pricing analysis and compensation structure design?**

No, there is not.

4. **Does CBH require a comparison to specific peer organizations for its Executive Compensation Analysis?**

Yes.

5. **Does the Philadelphia wage scale play any role in CBH's Executive Compensation Analysis?**

To a degree – there should be some cross-walking for equity purposes, but it's not mandatory that our pay plan mirrors the City's.

6. **Will the new position descriptions require a percentage ratio for each task identified?**

This is dependent on the best practice for each position.

7. **Will the vendor be made aware of any budget constraints when making recommendations for a classification and total compensation plan, including the feasibility of implementation?**

Yes.