



TO: Members of the Selection Committee

CC: Roberto Pena

FROM: Sherrill Uyeda

DATE: February 1, 2018

RE: Chief Investment Officer Recruitment Summary

Since meeting with the Selection Committee on October 5th, the Chief Investment Officer recruitment was launched nationwide. On October 16th, we placed advertisements in the following places:

PUBLICATION
CALAPRS Post and Email blast
CFA Institute
GFOA
LinkedIn
NASRA
Pensions and Investments

On October 25th, we mailed an invitation letter and copy of the recruitment brochure to 83 targeted individuals. By November 20th, we had received 134 applicants. After initial resume review, we requested supplemental information forms from 76 of these candidates. The supplemental form (which is included in your Progress Report) helped us focus on 39 candidates who seemed the most qualified per your ideal qualifications.

After conducting screening interviews, on December 6th, we are presented 16 of these applicants for the Selection Committee's review. The screening factors we used as guidance were:

- Salary expectations
- Communication skills
- Management experience
- Job stability and work history
- Research on the Office of Retirement Services and if the individual was actively looking for several jobs

The Progress Report reflected candidates from a national search in both the public and private sector.

On December 19th, six candidates were interviewed by the Selection Committee. After deliberation, the Committee decided to invite four of these finalists back for a second round of more in-depth interviews on January 16th. As a result of those interviews, the top two candidates were selected for the interviews today.