1. Q: We are supposing the working location of the Executive Director is Washington, is this correct?

A: That is correct, the location of the Executive Director is in Washington D.C., United States of America.

2. Q: [Our firm’s] experience with these types of analysis lies largely outside of the US, is it possible to respond with a proposal that is in consortium with a local US partner?
   a. If yes - is there a certain way we should indicate this?
   b. If yes - would it be possible to bring in references from both companies for the three (3) client references?

A: Yes, you may submit a joint proposal with a local U.S. partner, but you must list the legal entity that will be the primary contractor and who will be legally responsible for implementation.

   In this specific scenario, we would need just 3 client references for the joint proposal, at least one for each firm.

3. Q: What is the budget/budget range allocated for this project?

A: In order to encourage competition, PADF is not sharing the budget/budget range at this time. The cost proposal should be reflective of all the activities required to complete the Scope of Work.

4. Q: When was the last Executive Compensation Analysis conducted? Who conducted the analysis?

A: In 2022 an analysis was conducted internally based on data provided by the Candid Report.

5. Q: Does PADF currently have a specific peer group used to benchmark the Executive Director? If so, will the selected vendor have access to this peer group?

A: PADF has used CANDID, Birches and Charity navigator for comparable organizations.
6. Q: Does PADF currently subscribe to any compensation surveys? If so, will the selected vendor have access?

A: Our organization subscribes to Birches and Candid surveys. The selected vendor can request access.

7. Q: Will PADF need a reasonableness letter to satisfy IRS intermediate sanctions regulations under Section 4958?

A: PADF follows the regulations set forth by the Internal Revenue Service (IRS). For specific tax advice, please consult your tax attorney.

8. Q: Will the selected vendor need to present the findings to the board?

A: Yes

9. Q: Does PADF have an executive compensation philosophy?

A: Yes

10. Q: Does PADF have an identified peer group for executive compensation purposes that it regularly benchmarks its salary?

A: PADF uses CANDID as a benchmark for Executive Compensation.