



6 October 2022

Responses to Questions on the RFP for Executive Search Services

Please submit questions regarding CPCNH's RFP for Executive Search Service to rfi-rfp@cpcnh.org. CPCNH will endeavor to respond to all questions in a timely fashion prior to the 10/14/22 proposal submission deadline.

Question 1: Has CPCNH anticipated a specific range of compensation available for the CEO position? We understand that the hire is anticipated to be contractual at the start (specifically, during the initial months prior to the planned launch of electricity supply service between April to May 2023), but a compensation range will be important to establish to provide guidance for the recruiter.

CPCNH Response 1: CPCNH is soliciting for Executive Search Services, in part, to help assess the competitive salary range in the New Hampshire and New England market for CPCNH's CEO position. As a point of reference, a CEO salary of ~\$325,000 was initially assumed in CPCNH's draft Business Plan (released August 2021). The CPCNH CEO and Staff Search Committee has subsequently conducted an informal market survey of CEO salaries at comparable organizations and the organization anticipates compensation ranges between ~\$300,000 to \$400,000. CEO compensation and salary is ultimately subject to final Board approval.