ATTACHMENT B

ALLIANCE
RESOURCE CONSULTING LLC
THE POWER OF PARTNERSHIP

EXECUTIVE RECRUITMENT SERVICES

CITY MANAGER

CITY OF SUNNYVALE, CA

ALLIANCE
RESOURCE CONSULTING LLC

December 19, 2007

VIA FEDERAL EXPRESS

CONFIDENTIAL

Members of the Selection Committee
c/o Mr. Erwin Young
Director of Human Resources
City of Sunnyvale
505 W. Olive Avenue, Suite 200
Sunnyvale, CA 94088

Dear Members of the Selection Committee:

Alliance Resource Consulting is pleased to submit this proposal to assist the City of Sunnyvale in its efforts to recruit and screen candidates for the position of City Manager.

This proposal outlines our general understanding of your requirements and the steps we will take to help accomplish this task. If you desire some modification of our work program, we would be pleased to discuss this with you.

Alliance Resource Consulting is considered the premier public sector executive recruiting firm in the country. Our corporate motto is "The Power of Partnership." We take this seriously and have built our reputation on providing services of the highest quality. Alliance Resource Consulting was formed when our executive search consultants acquired the highly regarded executive search practice of one of the largest public sector consulting/government services companies in the United States. At Alliance Resource Consulting, we are building on the excellent reputation and commitment to service that were the cornerstones of the previous practice. With the innovative use of technology and a commitment to forming enduring partnerships with our clients, Alliance Resource Consulting is committed to setting a new standard for the industry.

We look forward with great interest to working with you on this very important assignment.

Sincerely,

Eric Middleton
Managing Partner

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FIRM QUALIFICATIONS

Alliance Resource Consulting is committed to providing our clients with the highest caliber of service in the industry. Our team of dedicated professionals utilizes state-of-the-art technology in conducting a search.

In 2004, Alliance Resource Consulting acquired the national executive recruiting practice of MAXIMUS. With a sizeable staff, Alliance Resource Consulting is able to provide the best possible service to our clients.

We believe we are exceptionally well qualified to assist you. We have extensive experience recruiting City and County Managers, as well as experience in the bay area. Currently, we are recruiting the City Managers for the Cities of Carlsbad (CA), Compton (CA), Inglewood (CA), Monterey Park (CA), and Placentia (CA). We just completed the recruitments for the Chief Administrative Officer for Butte County (CA), the City Manager for the City of Hillsboro (OR), the City Manager for the City of Long Beach (CA), the City Manager for the City of La Palma (CA), the Chief Administrative Officer for Los Angeles County (CA), the Assistant County Manager for Washoe County (NV), the City Manager for the City of San José (CA), the Assistant City Manager for the City of Dallas (TX), the City Manager for the City of Hesperia (CA), and the Assistant City Manager for the City of Irvine (CA).

In the bay area, we are currently recruiting the Director for the Social Services Agency and the Planning Director for Alameda County (CA), the Assistant City Manager and Director of Human Resources for the City of Concord (CA), the Director of Recreation Services for the City of Richmond (CA), the Assistant Director, Airports, the City Auditor, and the Deputy Director of Transportation for the City of San José (CA), and the Director of Human Resources for the City of Santa Rosa. Lists of relevant experience are included in Appendices A and B.

I will be responsible for this assignment and will be assisted by Sherrill Uyeda and Nicholas Mesic. To accomplish this assignment, we will use the full resources of the firm. Biographies of key consultants can be found in Appendix C, and references can be found in Appendix D. We are structured so that there are always two consultants working on a recruitment, so that the client will always be able to contact one person at any given time.

Our ability to carry out the work required is heavily dependent on our past experience in providing similar services to others, and we expect to continue such work in the future. We will, however, preserve the confidential nature of any information received from you or developed during the work in accordance with our established professional standards.

We assure you that we will devote our best efforts to carrying out the work required. The results obtained, our recommendations and any written material we provide will be our best judgment based on the information available to us and our liability, if any, shall not be greater than the amount paid to us for the services rendered.

We believe we are the best firm to represent the City of Sunnyvale in its efforts to recruit a City Manager. We are one of the leading nationwide government executive recruitment firms. We have a successful track record of placing top executives in the most high-profile positions with cities ranging from Los Angeles to Boston. Our high-technology approach to recruitment is unique as well. We are the only firm that allows the clients real time client to its recruiting pool. If selected as a finalist, we would be more than happy to run a demonstration for you.

If selected, we would be pleased to provide you with our firm's Professional Services Agreement.

Advantages in Utilizing Our Services

Relative to your present search requirements, we believe the principal advantages in using our firm and what may differentiate us from others are:

- Our specialization in public sector executive search on a nationwide basis;
- Our proactive recruitment of candidates who may not be seeking new employment and would not normally respond to routine advertising, or who may come from non-traditional sources;
- Our extensive experience recruiting City Managers and other chief executives;
- Our ability to capitalize on an established network of the most respected executives in the nation;
- Our track record of success in placing senior level executives in particularly sensitive and highly responsible/accountable positions;
- The quality of our work—indicative of this is the fact that most of our clients have utilized our services on more than one occasion, and many have hired our consultants from 5-to-25 times;
- Our team is skilled in the latest techniques to identify prospective candidates and, as a search progresses, to assist in gathering background information on leading candidates;
- Our experience in recruiting and placing candidates from private sector companies into public sector organizations;
- Our proven ability to identify and recommend qualified female and minority candidates;
- Our ability to conduct your assignment in a timely and complete manner;

- Our familiarity with Sunnyvale and the bay area, plus our close proximity to you with a senior partner located in Palo Alto;
- Our reputation among clients and candidates for communication (e.g., acknowledgment of resumes, regular reports to the client, face-to-face interviews with candidates); and
- The thoroughness of our documented reference and background checks. We do not merely ask for "five work related references." Rather, we request very specific references from candidates and supplement our reports with information gathered from available information sources (e.g., Lexis-Nexis, the internet, newspapers and blogs).

THE RECRUITMENT PROCESS

Our objective is always to find the best qualified candidates. We believe that, although notices in professional journals may be helpful, many of the best candidates must be sought out and their interest encouraged. Our general familiarity with the City, knowledge of the field and our relationships with professional organizations make us well qualified to assist you.

Our clients have found that we are able to:

- Build consensus among those involved in the hiring process.
- Develop the appropriate specifications for a position.
- Encourage the interest of top-level people who would otherwise be reluctant to respond to an advertisement.
- Preserve the confidentiality of inquiries, consistent with State public disclosure and open meeting laws.
- Save a considerable amount of time for client staff in developing and responding to candidates.
- Independently and objectively assess the qualifications and suitability of candidates for the particular position for which we are recruiting.

If our proposal is accepted, we will do the following:

Organization and Position Analysis

We will interview the appropriate individuals to determine views of the position and expectations regarding desirable training, experience and personal characteristics of candidates. In addition, should you request it, we will conduct/facilitate community outreach meetings and focus group discussions.

We also have experience creating and managing community surveys, should the City want input from its constituents. We will also gather/review relevant information about the City, such as budgets, organization charts, etc.

Once our findings have been summarized, we will submit a Recruitment Profile with the desired qualifications and characteristics for your approval. The Recruitment Profile that will be sent to potential candidates will include information about the City, the job and the criteria established by you. Sample Recruitment Profiles are enclosed.

Recruitment

Once you have approved the Recruitment Profile, we will actively seek out individuals with superior qualifications and invite and encourage their interest. Announcements can be placed on-line and in professional journals. However, we will rely heavily on our own experience, contacts and file data.

As a matter of corporate policy, we will not discriminate against any applicant for employment on the basis of race, religion, creed, age, color, marital status, sex, sexual preference, disabilities, medical condition, veteran status or national origin. A substantial percentage of the placements made by our firm have been minority or female candidates.

Frequent communication with our clients is a hallmark of our firm. While consultants will provide regular updates on the progress of your search, you will also be able to access up-to-date 'real time' information regarding your search from our secure website.

Preliminary Screening

We will review, acknowledge and evaluate all resumes received. Preliminary screening will be based upon criteria contained in the Recruitment Profile, information contained in the resumes submitted to us, and our knowledge of the people and organizations in which they work. Telephone screening will be conducted with the most promising candidates to gain a better understanding of their backgrounds.

Progress Reporting

Upon completion of our preliminary screening, we will assemble and submit a progress report of the leading candidates to you. This report will include summary resumes, supplemental information, and the original resumes of those candidates we believe to be best qualified for the position. Supplemental information on a candidate typically includes: the size of the organization for which the person works, reporting relationships, budget responsibility, the number of people supervised, related experience and reasons for interest in the position. Any other specific information will be dictated by the criteria set forth in the Recruitment Profile.

The purpose of our progress report is two-fold. It allows you an opportunity to review the candidates prior to the conclusion of the search and allows us to receive feedback on the caliber of the candidates recruited. In this way, you will not be surprised by the candidates, as you will have seen their qualifications prior to the final interviews. Of course, we are flexible and may consider other individuals as final candidates who are subsequently identified and were not included in the progress report.

Candidate Evaluation

We will interview (either in person or via video-conference) those candidates whose qualifications most closely match the criteria established by you. We will examine their qualifications and achievements in view of the selection criteria. Additionally, we will verify degrees and certifications and gather newspaper articles via the Internet.

As part of our process in evaluating candidates, we make telephone reference checks. In conducting these references, it is our practice to speak directly with individuals who are, or have been, in a position to evaluate the candidate's performance on the job. These references and our evaluations provide you with a frank, objective appraisal of the candidates. We will conduct preliminary references on candidates to be interviewed, and will finalize these for the top one or two candidates.

Final Reporting/Client Interviews

We will assist you in scheduling final candidates for interview with your organization, and will send the candidates packets of information which we obtain from you (e.g., information about the organization and the geographic area, budgets, etc.).

We will prepare a brief written report for those candidates most nearly meeting your specifications, and will provide you with interviewing/selection tips, suggested interview questions, and rating forms for your use. Candidates will not be ranked, for we believe it will then be a matter of chemistry between you and the candidates. We will conduct a "briefing session" immediately preceding your interviews to make sure that the process flows smoothly, and will assist you in a "debriefing" immediately following the interviews. Once we finalize references on the top one or two candidates, and conduct credit/criminal/civil litigation/motor vehicle record checks through an outside service, we will provide you with a detailed, supplemental written report.

Special Assistance

Our efforts do not conclude with presentation of the final report. We are committed to you until a successful placement is made. Services that are routinely provided include:

- Arranging the schedule of interviews and the associated logistics for final candidates;
- Advising on starting salary, fringe benefits, relocation trends and employment packages;
- Acting as a liaison between client and candidate in discussing offers and counter offers;
- Conducting a final round of reference checking with current employers (if not previously done for reasons of confidentiality); and
- Notifying unsuccessful candidates, who were not recommended for interview, of the decision.

Our Client's Role

The client has a very important role in the recruitment process. While we may identify and recommend qualified candidates, it is the client who must make the decision about which candidate to hire.

In order to insure that the best candidates are available from which to choose, our clients should be willing to do the following:

- Clearly inform us about matters relevant to the search that you wish to keep confidential (e.g., salary, personnel issues, and other privileged information);
- Supply us with the names of people you have previously interviewed/ considered for this position;
- Forward to us copies of the resumes you receive, to avoid duplication of effort;
- Provide feedback to Alliance Resource Consulting regarding the information and recommendations provided by us;
- Promptly decide upon and follow up in scheduling interviews with the most promising candidates; and
- Assist in providing information to candidates that will enable them to make their career decisions.

By doing the above, we will maximize the likelihood of mutual success.

Finally, please be reminded that the United States Immigration Reform and Control Act of 1986 requires that all employers verify an employee's eligibility to work in the United States. Since Alliance Resource Consulting cannot serve as your agent in this matter, your hiring process should include this verification procedure.

Time Frame

The following is a typical schedule to conduct a thorough recruitment. However, we would be pleased to modify this to meet your needs:

1st week (Jan. 14)	Meet with the appropriate individuals to gather background information.
2nd - 4th week (Jan. 21)	Develop and obtain approval for the Recruitment Profile. Develop a list of potential candidates to target. Prepare and place advertisements, if desired.
5th - 8th week (Feb.-Mar.)	Active recruitment—solicit, receive and acknowledge resumes.
9th week (Mar. 10)	Evaluate resumes and gather supplemental information.
10th week (Mar. 17)	Submit progress report and meet with you to review leading candidates.
11th - 12th week (Mar. 24)	Verify degrees and certifications, conduct preliminary references and interview the best qualified candidates.
13th week (Apr. 7)	Submit final report and initiate the interview process with you.
Following Interviews	Finalize references, conduct credit/criminal/civil litigation/motor vehicle record checks, and assist with negotiations.

Professional Fees and Expenses

Our budget provides for **unlimited** meetings with the client. The three major client meetings will be: one to develop the Recruitment Profile, one to present our Progress Report, and one to attend interviews of final candidates. We propose a fixed fee of $18,000 for the work outlined above. In addition, we are reimbursed for expenses such as for advertising, travel, interviewing, sourcing, support services, background checks and other related items, as well as allocated costs such as telephone, postage and photocopying. These expenses will not exceed $6,500 for a statewide search, and $8,500 for a nationwide search depending on the scope of the search. Please note that this amount for expenses does not include reimbursement of candidates who travel to be interviewed by you. Unless you notify us to the contrary, we will assume that you will handle these reimbursements directly. We will submit three equal monthly invoices for fees, plus an amount for expenses, due and payable upon receipt. Our first billing is due upon your authorization to proceed.

We are committed to working with you until a placement is made, however, if the selected candidate (if recommended by us for hire, and other than an internal candidate) should be terminated within one year from the date of hire, we will redo the search for no additional professional fee. Naturally, we would expect to be reimbursed for any expenses that might be incurred

You may discontinue this assignment at any time by written notification. In the unlikely event that this occurs, you will be billed for all expenses incurred to the date of the cancellation, and for professional fees based upon the time elapsed from the commencement of the assignment to the date of cancellation. If a cancellation occurs within the first 30 days of the assignment, following either verbal or written authorization to proceed, one-third of the professional fee will be due. If a cancellation occurs

thereafter, the fee beyond the first one-third will be prorated based upon the number of calendar days which have elapsed. If a cancellation occurs after 90 days, all professional fees will be due in full.

Finally, Alliance Resource Consulting has a one-year placement guarantee. Should you choose to terminate our placement within one year from the date of hire, we will re-do the recruitment for no additional professional fee.

APPENDIX–A

CHIEF EXECUTIVE SEARCHES FOR GENERAL PURPOSE LOCAL GOVERNMENTS CONDUCTED BY ALLIANCE RESOURCE CONSULTING*

ALABAMA, STATE OF

Anniston, City of	City Manager
Bay Minette, City of	City Administrator

ALASKA, STATE OF

Juneau, Borough of	Borough Manager
Ketchikan, City of	City Manager
Ketchikan-Gateway, Borough of	Borough Manager
Valdez, City of	City Manager

ARIZONA, STATE OF

Apache Junction, City of	City Manager
Casa Grande, City of	City Manager
Coconino County	County Manager
Glendale, City of	City Manager
Maricopa County	County Administrative Officer
Mesa, City of	City Manager
Paradise Valley, Town of	Town Manager
Phoenix, City of	City Manager
Pima County	County Manager
Prescott, City of	City Manager

Scottsdale, City of	City Manager
Tucson, City of	City Manager

Arkansas, State of

Little Rock, City of	City Manager

California, State of

Alameda, City of	City Manager
Alameda County	County Administrator
Albany, City of	City Administrator
Anaheim, City of	City Manager
Arcadia, City of	City Manager
Atascadero, City of	City Manager
Atherton, City of	City Manager
Bakersfield, City of	City Manager
Baldwin Park, City of	City Manager
Bell, City of	City Administrative Officer
Belmont, City of	City Manager
Berkeley, City of	City Manager
Beverly Hills, City of	City Manager
Big Bear Lake, City of	City Manager
Blythe, City of	City Manager
Brea, City of	City Manager
Buellton, City of	City Manager
Buena Park, City of	City Manager
Burbank, City of	City Manager
Butte County	County Administrative Officer
Calistoga, City of	City Manager
Camarillo, City of	City Manager
Campbell, City of	City Manager
Carmel-by-the-Sea, City of	City Manager
Carson, City of	City Administrator
Cathedral City, City of	City Manager
Chino Hills, City of	City Manager
Citrus Heights, City of	City Manager
Coachella, City of	City Manager
Concord, City of	City Manager

Contra Costa County	County Administrator
Corona, City of	City Manager
Coronado, City of	City Manager
Corte Madera, Town of	Town Manager
Culver City, City of	Chief Administrative Officer
Cypress, City of	City Manager
Dana Point, City of	City Manager
Del Mar, City of	City Manager
Desert Hot Springs, City of	City Manager
Diamond Bar, City of	City Manager
East Palo Alto, City of	City Manager
El Cajon, City of	City Manager
El Dorado County	Chief Administrative Officer
El Segundo, City of	City Manager
Encinitas, City of	City Manager
Fairfield, City of	City Manager
Fontana, City of	City Manager
Fresno, City of	City Manager
Fresno County	County Administrative Officer
Fullerton, City of	City Manager
Galt, City of	City Manager
Glendale, City of	City Manager
Glendora, City of	City Manager
Grover Beach, City of	City Administrator
Hanford, City of	City Manager
Hawthorne, City of	City Manager
Hemet, City of	City Manager
Hercules, City of	City Manager
Hesperia, City of	City Manager
Hidden Hills, City of	City Manager
Humboldt County	Chief Administrative Officer
Huntington Beach, City of	City Administrator
Indio, City of	City Manager
Inglewood, City of	Administrative Officer
Irwindale, City of	City Manager
King City, City of	City Manager
La Quinta, City of	City Manager

Laguna Hills, City of	City Manager
Laguna Niguel, City of	City Manager
Lathrop, City of	City Manager
Lawndale, City of	City Manager
Lincoln, City of	City Administrator
Livermore, City of	City Manager
Lomita, City of	City Administrator
Long Beach, City of	City Manager
Los Alamitos, City of	City Manager
Los Altos Hills, Town of	City Manager
Los Angeles County	Chief Administrative Officer
Malibu, City of	City Manager
Mammoth Lakes, Town of	Town Manager
Marin County	County Administrator
Marina, City of	City Manager
Mariposa County	County Administrative Officer
Martinez, City of	City Manager
Marysville, City of	City Administrator
Menlo Park, City of	City Manager
Milpitas, City of	City Manager
Modesto, City of	City Manager
Monrovia, City of	City Manager
Monterey County	County Administrator
Monterey Park, City of	City Manager
Moreno Valley, City of	City Manager
Morgan Hill, City of	City Manager
Mountain View, City of	City Manager
Needles, City of	City Manager
Nevada County	County Administrator
Norco, City of	City Manager
Novato, City of	City Manager
Oakland, City of	City Manager
Ontario, City of	City Manager
Orange, City of	City Manager
Orinda, City of	City Manager
Oxnard, City of	City Manager
Palm Springs, City of	City Manager

Palo Alto, City of	City Manager
Park City, City of	City Manager
Paso Robles, City of	City Manager
Piedmont, City of	City Administrator
Pittsburg, City of	City Manager
Pleasanton, City of	City Manager
Pomona, City of	City Manager
Porterville, City of	City Manager
Rancho Palo Verdes, City of	City Manager
Redding, City of	City Manager
Redlands, City of	City Manager
Redondo Beach, City of	City Manager
Redwood City, City of	City Manager
Ridgecrest, City of	City Administrator
Riverside, City of	City Manager
Riverside County	County Administrative Officer
Rolling Hills, City of	City Manager
Sacramento County	County Executive
Salinas, City of	City Manager
San Buenaventura, City of	City Manager
San Clemente, City of	City Manager
San Diego, City of	City Manager
San Diego County	County Manager
San Fernando, City of	City Administrative Officer
San Gabriel, City of	City Manager
San Jacinto, City of	City Manager
San Joaquin County	County Administrator
San Jose, City of	City Manager
San Luis Obispo County	County Administrative Officer
San Mateo County	County Manager
Santa Ana, City of	City Manager
Santa Clarita, City of	City Manager
Santa Monica, City of	City Manager
Selma, City of	City Manager
Shasta County	County Administrative Officer
Signal Hill, City of	City Manager
Solvang, City of	City Administrative Officer

Sonoma County	County Administrator
South Lake Tahoe, City of	City Manager
South Pasadena, City of	City Manager
South San Francisco, City of	City Manager
Stanton, City of	City Manager
Sunnyvale, City of	City Manager
Tehachapi, City of	City Manager
Temecula, City of	City Manager
Thousand Oaks, City of	City Manager
Tracy, City of	City Manager
Truckee, City of	City Manager
Tulare, City of	City Manager
Tulare County	County Executive
Turlock, City of	City Manager
Vallejo, City of	City Manager
Ventura County	Chief Administrative Officer
Visalia, City of	City Manager
Vista, City of	City Manager
Walnut, City of	City Manager
Walnut Creek, City of	City Manager
West Covina, City of	City Manager
West Hollywood, City of	City Manager
Westminster, City of	City Manager
Whittier, City of	City Manager
Woodland, City of	City Manager
Yorba Linda, City of	City Manager
Yucaipa, City of	City Manager

Colorado, State of

Arapahoe County	County Administrator
Aurora, City of	City Manager
Avon, City of	City Manager
Boulder, City of	City Manager
Commerce City, City of	City Manager
Estes Park, Town of	Town Administrator
Grand Junction, City of	City Manager
Greenwood Village, City of	City Manager

Lakewood, City of	City Administrative Officer
Longmont, City of	City Manager
Northglenn, City of	City Manager

COLUMBIA, DISTRICT OF

District of Columbia	City Administrator/Deputy Mayor for Operations
District of Columbia Financial Responsibility & Management Assistance Authority	Chief Management Officer

CONNECTICUT, STATE OF

Hartford, City of	City Manager
Meriden, City of	City Manager
West Hartford, Town of	Town Manager

DELAWARE, STATE OF

Dover, City of	City Manager

FLORIDA, STATE OF

Alachua County	County Manager
Bay County	County Administrator
Boynton Beach, City of	City Manager
Clearwater, City of	City Manager
Fort Lauderdale, City of	City Manager**
Gainesville, City of	City Manager
Hillsborough County	County Administrator
Jupiter, Town of	Town Manager
Key Biscayne, Village of	Village Manager
Lee County	County Administrator
Marion County	County Administrator
Miami, City of	City Manager
Miami Beach, City of	City Manager
Miami—Dade County	County Manager
Naples, City of	City Manager
Ocala, City of	City Manager
Palm Beach, Town of	Town Manager

Pensacola, City of	City Manager
Riviera Beach, City of	City Manager
Safety Harbor, City of	City Manager
Sarasota, City of	City Manager
Sarasota County	County Administrator
St. Petersburg, City of	City Manager

Georgia, State of

Albany, City of	City Manager
Fulton County	County Manager
Lowndes County	County Manager

Illinois, State of

Crystal Lake, City of	City Manager
Des Plaines, City of	City Manager
Downers Grove, Village of	Village Manager
DuPage County	County Administrator
Elgin, City of	City Manager
Flossmoor, Village of	Village Manager
Hazel Crest, Village of	Village Manager
McHenry, City of	City Administrator
Mount Prospect, Village of	Village Manager
Naperville, City of	City Manager
Peoria, City of	City Manager
Rock Island, City of	City Manager
Skokie, Village of	Village Manager
Sterling, City of	City Manager
Streamwood, Village of	Village Administrator
Villa Park, Village of	Village Manager
Wood River, City of	City Manager

Iowa, State of

Ames, City of	City Manager
Sioux City, City of	City Manager

Kansas, State of

Emporia, City of	City Manager
Sedgwick County	County Administrator
Wichita, City of	City Manager

Maine, State of

Bangor, City of	City Manager
Lewiston, City of	City Administrator

Maryland, State of

Columbia Association, The	President/Chief Executive Officer
Prince George's County	Chief Administrative Officer
Rockville, City of	City Manager

Michigan, State of

Ann Arbor, City of	City Administrator
Bay City, City of	City Manager
Berkley, City of	City Manager
Branch County	County Manager
Essexville, City of	City Manager
Grand Rapids, City of	City Manager
Kalamazoo, City of	City Manager
Kalamazoo County	County Administrator
Saginaw, City of	City Manager
Sandstone, City of	City Manager
St. Joseph, City of	City Manager
Washtenaw County	County Administrator
Ypsilanti, City of	City Manager

Minnesota, State of

Brooklyn Park, City of	City Manager
Coon Rapids, City of	City Manager
Minneapolis, City of	City Coordinator
Ramsey County	County Executive
Sandstone, City of	City Administrator
St. Louis Park, City of	City Manager

Missouri, State of

Branson, City of	City Administrator
Columbia, City of	City Manager
Kansas City, City of	City Manager
St. Charles, City of	City Administrator

Montana, State of

Great Falls, City of	City Manager

Nevada, State of

Las Vegas, City of	City Manager
North Las Vegas, City of	City Manager

New Jersey, State of

Plainsboro Township	Village Administrator

New Mexico, State of

Los Alamos County	County Administrator

New York, State of

Garden City, Village of	Village Manager
Scarsdale, Village of	Village Manager

North Carolina, State of

Charlotte, City of	City Manager
Gaston County	County Manager
Winston-Salem, City of	City Manager

Ohio, State of

Brunswick, City of	City Manager
Cincinnati, City of	City Manager

Oklahoma, State of

Bartlesville, City of	City Manager
Edmond, City of	City Manager

Enid, City of	City Manager
Mustang, City of	City Manager

Oregon, State of

Ashland, City of	City Administrator
Astoria, City of	City Manager
Coos Bay, City of	City Manager
Corvallis, City of	City Manager
Eugene, City of	City Manager
Grants Pass, City of	City Manager
Lake Oswego, City of	City Manager
Lane County	County Administrator
Medford, City of	City Manager
Milwaukie City of	City Manager
Ontario, City of	City Manager
Pendleton, City of	City Manager
Redmond, City of	City Manager
Roseburg, City of	City Manager
Salem, City of	City Manager
Tualatin, City of	City Manager
Wilsonville, City of	City Manager

South Carolina, State of

Greenville, City of	City Manager
Myrtle Beach, City of	City Manager

Texas, State of

Austin, City of	City Manager
Bellaire, City of	City Manager
Brownsville, City of	City Manager
Bryan, City of	City Manager
Carrollton, City of	City Manager
Cedar Park, City of	City Manager
Cleburne, City of	City Manager
Corpus Christi, City of	City Manager
Dallas, City of	City Manager
Edna, City of	City Manager

El Paso, City of	Chief Administrative Officer
Gaston County	County Manager
Georgetown, City of	City Manager
Grapevine, City of	City Manager
Longview, City of	City Manager
Orange, City of	City Manager
San Antonio, City of	City Manager
West University Place, City of	City Manager
Woodlands Community Service Corporation, The	President/Chief Executive Officer

Utah, State of

Park City, City of	City Manager

Virginia, State of

Alexandria, City of	City Manager
Arlington County	County Manager
Chesapeake, City of	City Manager
Chesterfield County	County Administrator
Fairfax County	County Executive
Richmond, City of	City Manager
Virginia Beach, City of	City Manager

Washington, State of

Bellevue, City of	City Manager
Kirkland, City of	City Manager
Normandy Park, City of	City Manager
Vancouver, City of	City Manager

Wisconsin, State of

Barron County	Administrative Services Coordinator
Fond du Lac, City of	City Manager
Muskego, City of	City Manager
Portage, City of	City Manager

WYOMING, STATE OF

Casper, City of	City Manager
Jackson, City of	Town Administrator
Laramie, City of	City Manager

*Some searches were conducted by Alliance Resource Consulting when it was known as MAXIMUS Executive Search.

**Searches in which we assisted with the recruitment process.

03/13/03-03/13/03

APPENDIX–B

SAN FRANCISCO BAY AREA (CA) CLIENTS OF ALLIANCE RESOURCE CONSULTING*

Alameda, City of
Alameda County
Alameda County Flood Control District
Alameda-Contra Costa Transit District
Albany, City of
Antioch, City of
Atherton, City of
Bay Area Air Quality Management District
Bay Area Rapid Transit District
Belmont, City of
Berkeley, City of
Brisbane, City of
California Advantage
California Pacific Medical Center Research Institute
Campbell, City of
Central Contra Costa Sanitation District
Central Contra Costa Transit Authority
Clayton, City of
Concord, City of
Contra Costa County
Contra Costa Water District
Corte Madera, City of
Delta Diablo Sanitation District
Dublin, City of
Dublin San Ramon Services District
East Bay Dischargers Authority
East Bay Regional Park District
East Palo Alto, City of
El Cerrito, City of
Emeryville, City of
Family Service Agency of San Mateo County
Fremont, City of
Golden Gate Bridge, Highway and Transportation District
Hayward, City of
Hello Direct Inc.
Hercules, City of
Livermore, City of
Livermore-Amador Valley Water Management Agency
Los Altos Hills, Town of

Los Altos, City of
Los Gatos, City of
Marin Community Foundation
Marin County
Marin Municipal Water District
Martinez, City of
Menlo Park, City of
Milpitas, City of
Morgan Hill, City of
Mountain View, City of
Newark, City of
Novato, City of
Oakland, City of
Oakland, Port of
Orinda, City of
Oro Loma Sanitary District
Pacific Vascular Research Foundation
Palo Alto, City of
Piedmont, City of
Pittsburg, City of
Pleasanton, City of
Project Open Hand
Public Financial Management, Inc.
Redwood City, City of
Richmond, City of
San Anselmo, Town of
San Carlos, City of
San Francisco Public Utilities Commission
San Jose, City of
San Jose Redevelopment Agency
San Lorenzo Valley Water District
San Mateo, City of
San Mateo County
San Pablo, City of
San Rafael, City of
Santa Clara, City of
Santa Clara County
Santa Clara County Social Services Agency
Santa Clara Valley Transportation Authority
Sausalito, City of
Sequoia Institute
South San Francisco, City of
Sunnyvale, City of
Union City, City of
University of California, San Francisco
U.S. Communities
Walnut Creek, City of

*Some searches were conducted by Alliance Resource Consulting when it was known as MAXIMUS Executive Search.

01/02/02-01/02/02

APPENDIX–C

BIOGRAPHIES

■ ERIC J. MIDDLETON – MANAGING PARTNER

Eric Middleton began his career in executive search in 1999 with MAXIMUS. He is currently a founding partner and Vice President of Alliance Resource Consulting LLC. Prior to his career in executive search, Mr. Middleton spent 13 years with the County of Los Angeles and the City of Los Angeles. During his tenure with Los Angeles County, Mr. Middleton held various positions with the Chief Administrative Office, the County Sheriff, the Office of the District Attorney, the Department of Public Works and the Probation Department. While with the Probation Department, Mr. Middleton was instrumental in drafting legislation creating the 1996 Repeat Offender Prevention Project (AB 2447) an intervention and prevention program targeting at-risk youth. Immediately prior to joining MAXIMUS, he was the Senior Legislative Deputy to a Los Angeles City Council Member responsible for oversight of the City's public safety and social service programs. Mr. Middleton also served as the senior staff member to the City of Los Angeles Public Safety Committee. Mr. Middleton has also served as a member of the Los Angeles County Bar Association Juvenile Court Task Force, as legislative staff to the Chief Probation Officers of California, and as a community member of the Public Safety Advisory Committee to Assembly Member Robert Hertzberg. In 1993, Mr. Middleton was recognized as a Los Angeles County Volunteer of the Year for his civic involvement. Mr. Middleton is currently a Vice President of the Los Angeles Metropolitan Chapter of the American Society for Public Administration (ASPA).

Mr. Middleton has been engaged in over 200 recruitments in most areas of general local government (e.g., Public Safety, Community and Economic Development, Social Services, Public Works, Finance, etc.), as well as Pension and Retirement system searches for the Arizona State

Retirement System, Fresno County (CA), Santa Barbara County (CA), Kern County (CA), and the Washington State Investment Board (WA). Mr. Middleton has also conducted numerous City Manager recruitments, including the California cities of Yorba Linda, Diamond Bar, Redlands, West Hollywood, Martinez, Marina, Millbrae, Duarte and Huntington Beach. Mr. Middleton has also recruited Police Chiefs for the City of Chicago (IL), Glendale (CA), San Diego (CA), and San Jose (CA).

Mr. Middleton received a Bachelor of Arts degree in History from California State University at Northridge, and a Master of Public Administration degree from the University of Southern California.

■ SHERRILL A. UYEDA – SENIOR PARTNER

Sherrill Uyeda began her career in executive search in 1998 with Norman Roberts & Associates, Inc., which was acquired by MAXIMUS in 1999. She is currently a founding partner of Alliance Resource Consulting LLC. Ms. Uyeda has over eight years of public sector executive search experience and has completed over 350 recruitments. Ms. Uyeda's professional recruitment background covers all areas of public sector executive search, including city, state, and regional government with a successful track record of executive placements. She is experienced in recruiting in the fields of public utilities, public works, planning, medical, redevelopment, library, recreation, finance, human and social services, airports and port authorities. Past nationwide clients have included the Metropolitan Water District, District of Columbia Water and Sewer Authority, San Antonio Water System, Bay Area Rapid Transit District, Los Angeles Worlds Airports, New Orleans International Airport, Nashville International Airport and Broward County, FL Department of Aviation.

Prior to her executive search experience, Ms. Uyeda worked for Burson-Marsteller. While at Burson-Marsteller, she worked within the Corporate Practice which focused on global perception management. She specialized in corporate communications and strategic positioning for companies such as Sony Pictures Entertainment and Gulfstream Netjets.

Ms. Uyeda graduated from the University of Southern California, with both a Bachelor of Arts degree in Communication Arts and Sciences and a Master of Public Administration degree. She is currently a member of the Los Angeles Junior Chamber of Commerce, American Society for Public Administrators and USC's Town and Gown.

■ NICHOLAS MESIC – SENIOR CONSULTANT

Nicholas Mesic began his career in executive search with MAXIMUS in 2003. At MAXIMUS, Mr. Mesic assisted with public sector executive recruitments in the areas of city and county management, parks and recreation, planning, finance, water districts and airports.

Prior to joining Alliance Resource Consulting, Mr. Mesic worked for Hyrian LLC, a recruitment process outsourcing firm. He recruited for mid-level management to director-level positions in the engineering, finance, healthcare, and insurance industries. He also served as Team Lead for the Sourcing Department, conducting extensive research, name generation, and candidate recruitment.

At Alliance Resource Consulting, Mr. Mesic has been able to use his experience in both public and private sector executive recruitments to better serve client needs. His past nationwide clients have included the City of Alexandria (VA), the Irvine Ranch Water District, the Coachella Valley Water District, Los Angeles World Airports and United Health Group.

Mr. Mesic is a graduate of the University of California at Davis, earning a double bachelor's degree in History and English.

APPENDIX–D

REFERENCES

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	Fax #:	(703) 838-6343
	Project Mgr:	Eric Middleton/Sherrill Uyeda

CLIENT:		City of Huntington Beach, CA
CONTACT:	Name:	Bob Hall
	Title:	Deputy City Administrator
	Address:	2000 Main Street Huntington Beach, CA 92648
	Email:	bhall@surfcity-hb.org
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	Project Mgr:	Eric Middleton

CLIENT:		City of Hillsboro, OR
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CLIENT:		City of San José, CA
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CLIENT:		City of Long Beach, CA
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