



November 16, 2023

### ADDENDUM No. 03

**RFP No:** SEN-052 23-24

**Title:** Compensation program review services

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The following shall be read in conjunction with and shall form an integral part of the Bid and resulting Contract documents. All other terms and conditions remain the same.

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#### Questions and Answers

#### DELETE THE ANSWER TO QUESTION 4 IN ADDENDUM 2

**Q4 Section 2 – Background**

**The RFP mentions that the review will assess the total compensation, but only refers to base salary and incentives. Would the compensation benchmarking also cover other compensation components such as benefits, paid time off, etc.?**

**R4.** The review is to assess total compensation, inclusive of benefits (health and dental insurance, paid leave, pension).

#### REPLACE WITH THE FOLLOWING ANSWER

**Q4 Section 2 – Background**

**The RFP mentions that the review will assess the total compensation, but only refers to base salary and incentives. Would the compensation benchmarking also cover other compensation components such as benefits, paid time off, etc.?**

**R4.** No, the "total compensation" is inclusive of base salary and incentives only.

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