

BID NUMBER: RFP-3-25-19

## REFERENCE CHECK

BID NAME: Consultant to Perform Executive Recruiting

VENDOR NAME: Colin Baenziger & Associates

Reference Check Company Name: Miami-Dade Water and Sewer Department

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What specific services does this company perform for your company? Please provide as much detail about the project as possible. Hiring Services for a Deputy Director role for Miami-Dade County Gov't

Was the company's performance satisfactory? Yes, identified 6 eligible candidates.

Did the company keep to a set schedule and execute projects in a timely manner? If not, how long of a delay(s) was incurred and what were the reasons for the delay(s)? Yes. The first selected candidate ultimately chose to not relocate to Miami. Collin's team stayed dedicated to working with the next well-qualified candidate to meet Miami-Dade's needs.

Did the company have sufficient resources (e.g., staff, equipment, etc.) to fulfill their contractual requirements? Yes. Collin dedicated a project manager and associates dedicated to meeting Miami-Dade's hiring needs.

Was your company satisfied with the personnel that were assigned to your company? Did the company make the appropriate efforts to assure quality, knowledgeable personnel are assigned as required? Yes, staff was well versed in the utility industry. The position solicitation consisted of a thorough job description and overview of the department and Miami-Dade area. The solicitation included several industry websites to achieve national attention. After shortlisting well-qualified resumes, Collin ensured the candidates provided a resume, career history and thorough reference check.

Do you know if your company experienced any invoicing problems? No

Was your company aware of any issues regarding the payments of employees' salaries? No

How responsive and effective was the company in resolving any disputes that may have developed with staff? Very responsive.

Additional Comments:

Would you consider hiring this company again?

Yes      No

Name: Roy Conley

Date: 05/12/2025

Rev: 07/17/2017