1. The proposed timeline (6/17 – 9/13) is short for a study of this scope due to the custom salary survey that’s being requested.  Is there any flexibility with the proposed timeline?
	* Yes, we could start the study up to a month earlier.
2. Section IV E (Evaluation) references the proposal evaluation criteria.  Are you asking the vendor to include the rating sheet (attachment D) in the proposal that’s submitted?
	* No, the rating sheet will be filled out by our committee.  It is included to show what criteria will be used to grade the proposals.
3. Is there a target budget for this study?  If so, could you please share?
	* No, there is a target budget for this study.
4. Attachment C contains the rows ‘By’, ‘Its’, and ‘Date’.  Could you please clarify what ‘Its’ means?
	* Bidder is the Organization; "By" refers to the name of the person completing the Attachment; "Its" refers to the person's position within the organization.