



Executive Search Firm RFP

Responses to Questions

June 16, 2026

1. **Question:** What is the salary range for the position? / Could you please provide details on the estimated compensation package for this role, including the compensation structure? Specifically, I'm interested in any annual cash compensation (base salary and bonus), long-term incentive opportunities (LTIP), and any additional benefits or compensation-related components.
Answer: The salary range and the compensation structure have not been determined. Section 1.c of the Scope of Services requests that the search firm advise on compensation benchmarking and market competitiveness for similar organizations, which could include this information.
2. **Question:** Is there a job description for the CEO role?
Answer: A job description has not been finalized. Section 1.b of the Scope of Services requests that the search firm refine the position description and develop a candidate profile.
3. **Question:** Who is leading the Search Committee at the Foundation?
Answer: The Search Committee at the Foundation is comprised of Board members Jim Harrell (Chair), Randy Isenhower, Buddy Keller, Laurence Lilley, Brian Raynor, Bobbie Richardson, and Ralph Strayhorn.
4. **Question:** Who will be the primary point of contact for Golden LEAF?
Answer: At this time, the primary point of contact for Golden LEAF is Ted Lord, Senior Vice President/General Counsel; tlord@goldenleaf.org. The primary point of contact may change for later stages in the search process.