

Dear Ms. Fuller,

TimeLine Recruiting, a division of Maxim Healthcare Services, Inc. is in receipt of the above-referenced solicitation. We are currently reviewing the requirements and developing an RFP response. During this process a couple of questions arose that require clarification. Our aim in asking these questions is to ensure the utmost integrity, accuracy and best value in our RFP response to Ohio Mental Health and Addiction Services. We respectfully submit the following questions for your review and response.

1. Is there a job description or state designated workforce classification for each of these positions?

-----Yes - attached.

2. What is the compensation package?

-----The compensation package is based on a number of established criteria: board eligible/board certified, geographic location of the hospital where the physician will be hired, years of experience, special awards or additional sub-specialities, teaching supplement if involved in supervising residents.

3. What is the benefits package?

-----Attached.

4. Will OMHAS accept board eligible psychiatrists?

-----Yes.

5. Do the applicants have to have an Ohio license prior to submission as a candidate or can they be submitted with licensure pending?

-----We would not hire a candidate without an Ohio license.

6. What is the submission/interview/offer process? This may need more discussion between the selected vendor and OhioMHAS to determine the best practice. I would imagine that the selected vendor would be in contact with a centralized point person to arrange the travel, interview, visit, etc. The hospital personnel would then become involved in the interview process/decision. Ideally, an offer letter from the agency Medical Director would be forthcoming within 48 hours with appropriate follow up with the vendor.

7. Will we be dealing with local facility or centralized points of contact?

-----Initially, a centralized point of contact. Although each of our six hospitals have a CEO, HR Manager and Chief Clinical Officer who will be involved in the interviewing process.

8. Will OMHAS be awarding multiple vendors?

-----Possibly.

9. How have you recruited for these types of positions previously?

-----Through our normal posting process on the State of Ohio website, professional journals and other medical career websites.

10. What is the annual spend been in the past? Estimated for this contract?

-----N/A

11. How long have these 6 positions been open?

-----We are actively seeking one new physician at each of our six hospitals. These would be new positions.

12. What have been the current challenges so far for recruiting for these positions?

-----Locating psychiatrists for public sector work and in remote locations

13. Have there been any issues retaining these types of candidates?

-----We have only placed one candidate from a recruiting source. She remains employed with our agency.

14. Will this contract just cover the 6 positions described in the RFP? Or will OMHAS have budgeted for more positions within this contract?

-----Only the six for now. Possibly more in the future

15. Can you provide a list of vendors that have received the Bid package so far?

-----The RFP was posted online, there is no way to tell how many have seen the RFP.