

## Questions and Answers issue 4 to RFP 201303022

Q39.

Is the Insurance clause in the contract negotiable?

A39.

All clauses designated as mandatory are non-negotiable and must be accepted as is. CMHC is willing to negotiate other clauses provided that its material interests continue to be protected.

Q40.

Is CMHC specific about the manner in which it conducts its 360 degree feedback?

A40.

The purpose for the RFP is to ask suppliers for their proposed solutions in response to its requirements. Throughout the Statement of Work, section 3.5, proponents are encouraged to suggest improvements or variances in the process that may be beneficial to the success of the initiative. Suggestions, recommendations or modifications by the proponents are welcome, as CMHC wants to have the best and relevant 360 tool possible for its managers and employees.

Q41.

Why is CMHC interested in the financial capability of the Lead Proponent?

A41.

The financial capacity clause is intended to allow CMHC to take steps to determine whether the Lead Proponent has the financial capacity to perform all of its obligations under any resulting contract, over the term of the contract. The financial review clause may or may not be invoked, at CMHC's discretion.

Q42.

Is there any flexibility on how the coaching sessions are conducted?

A42.

As stated in the Statement of Work, coaching sessions would normally be conducted by conference call (telephone). Only in special circumstances, and at CMHC's request, would a face-to-face meeting may be more appropriate. Proponents are welcome to suggest alternative approaches on how best to deliver this service in their proposal, e.g, FaceTime, Skype, etc.