



# PROPOSAL TO THE STATE OF WEST VIRGINIA

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DEVELOPMENT OF A POINT FACTOR JOB EVALUATION SYSTEM  
RFQ NO. PEL760040  
SEPTEMBER 27, 2006

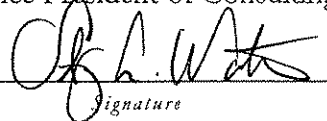
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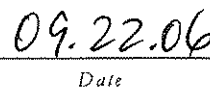
*BUILDING EFFECTIVE COMPENSATION AND PERFORMANCE SYSTEMS TO ATTRACT AND RETAIN TALENTED EMPLOYEES*



**THE WATERS  
CONSULTING  
GROUP, INC.**

Authorized Contact:  
Stacy L. Waters  
Vice President of Consulting Services

  
*Signature*

  
*Date*



JOE MANCHIN III  
GOVERNOR


STATE OF WEST VIRGINIA  
**DEPARTMENT OF ADMINISTRATION**  
**PURCHASING DIVISION**  
2019 WASHINGTON STREET, EAST  
P.O. BOX 50130  
CHARLESTON, WEST VIRGINIA 25305-0130

ROBERT W. FERGUSON, JR.  
CABINET SECRETARY

DAVID TINCHER  
DIRECTOR

**MEMORANDUM**

TO: Vendors

FROM: Ron Price, Buyer Supervisor  
Purchasing Division 

RE: PEL760040

DATE: September 27, 2006

The Technical Proposals will not be scanned on the Internet due to the volume. Vendors may view the Proposals at the office of the WV State Purchasing Division, 2019 Washington Street, East Charleston, WV 25305. You may call me for an appointment at the (304) 558-0492, fax: (304)558-4115 or e-mail [rprice@wvadmin.gov](mailto:rprice@wvadmin.gov).

Proposals received from the following:

Charles Blockett, Jr. and Associates, Inc.  
Fox Lawson & Associates, LLC  
Hay Group  
Management Advisory Group, Inc.  
The Waters Consulting Group, Inc.  
Compensation Resources, Inc. (NO BID)

RP/wf  
cc: File