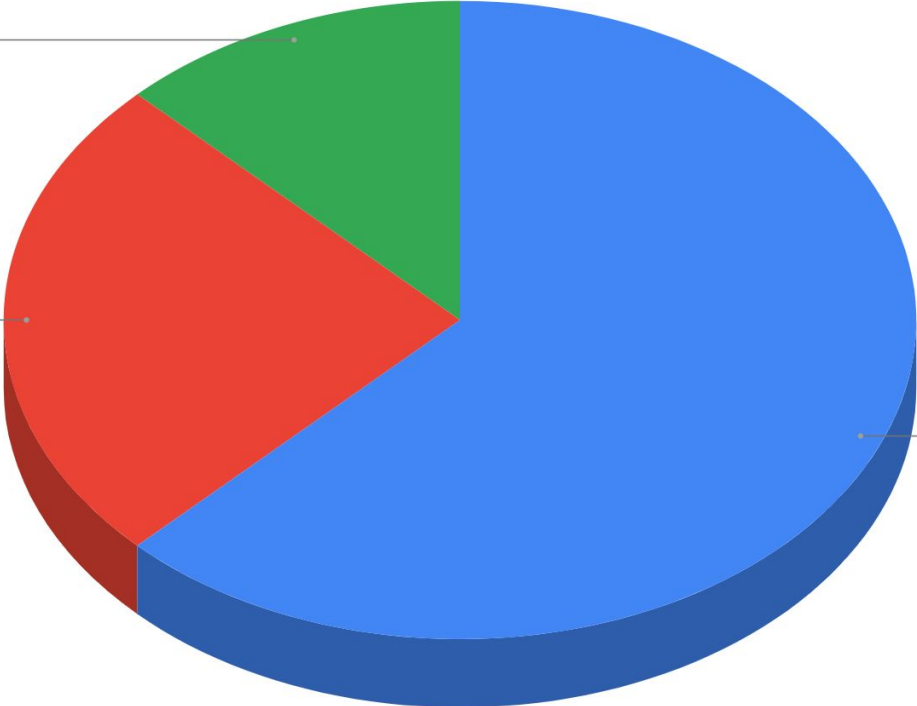


Percentage of Strongly Agree's per candidate for having the experience and background to succeed as the Hopkinton Town Manager.

Jason
12.5%

Chris
25.0%

Elaine
62.5%

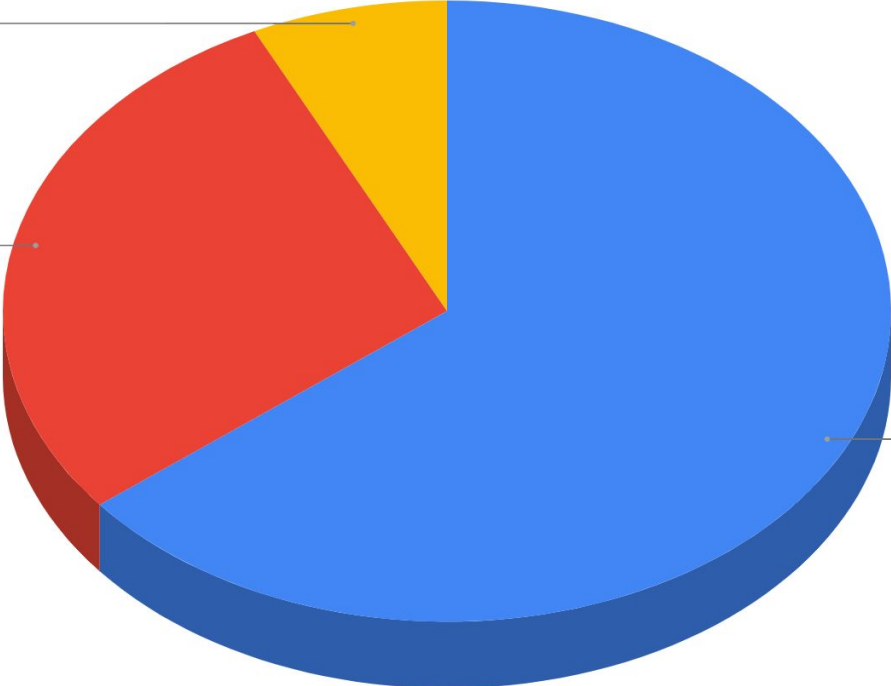


Percentage of Strongly Agree's per candidate for being skilled in financial and budget management, personnel management, community, development, and project management.

Lance
7.1%

Chris
28.6%

Elaine
64.3%



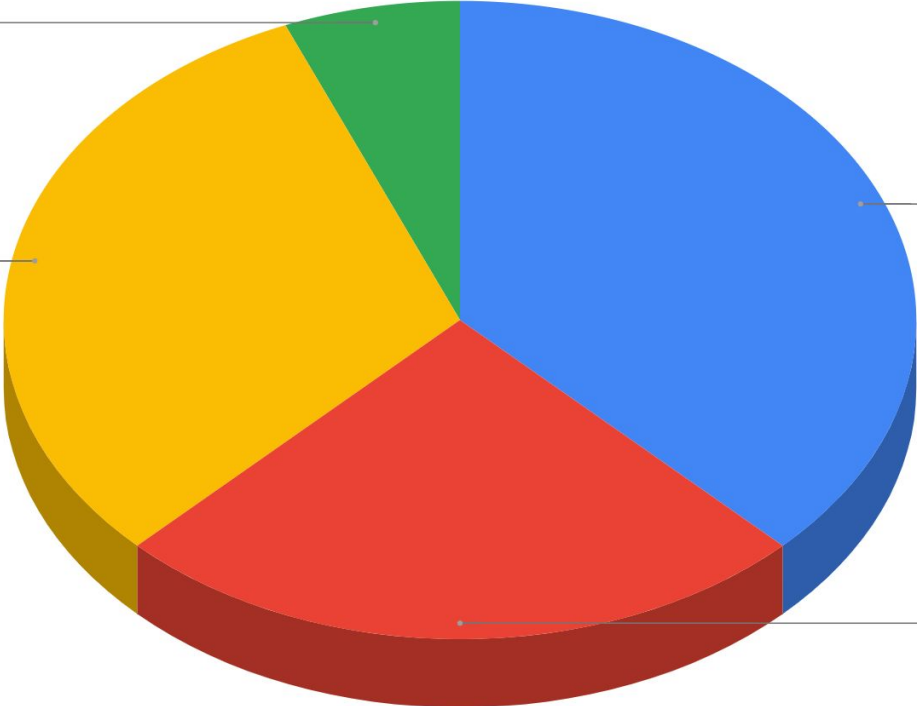
Percentage of Strongly Agree's per candidate for having the necessary communication skills and seeming approachable.

Jason
6.3%

Lance
31.3%

Elaine
37.5%

Chris
25.0%

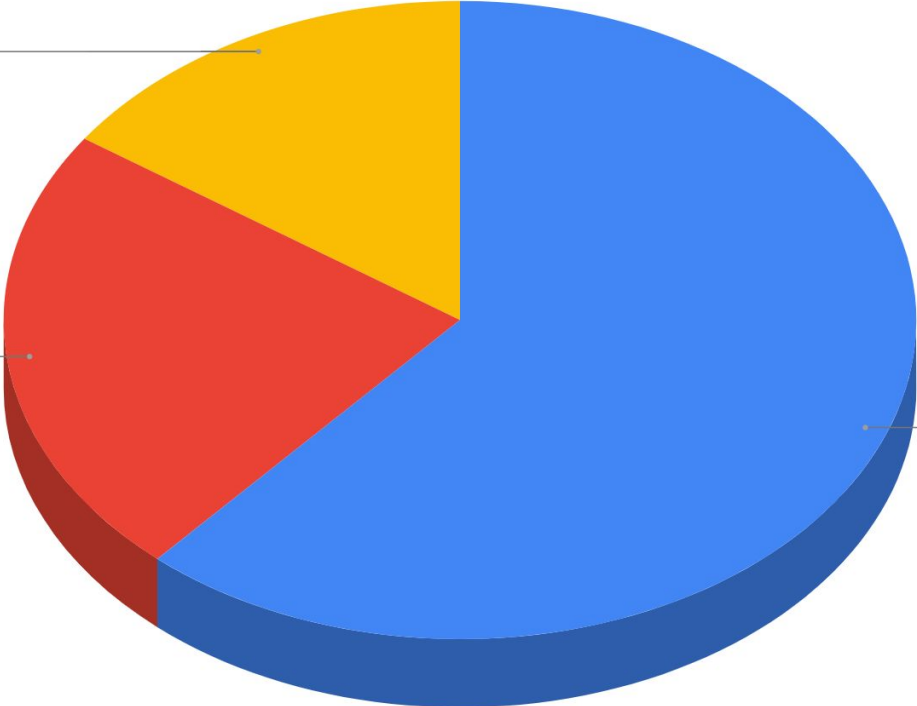


Percentage of Strongly Agree's per candidate for having the ability to translate the public's vision for the community into reality.

Lance
15.4%

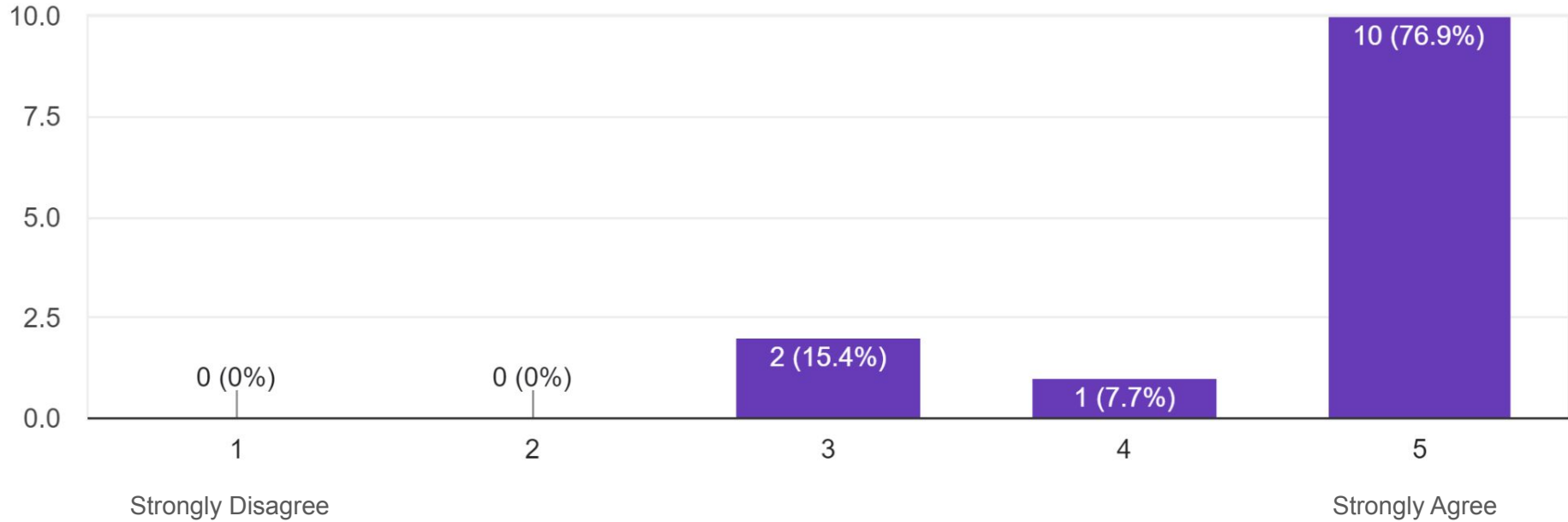
Chris
23.1%

Elaine
61.5%



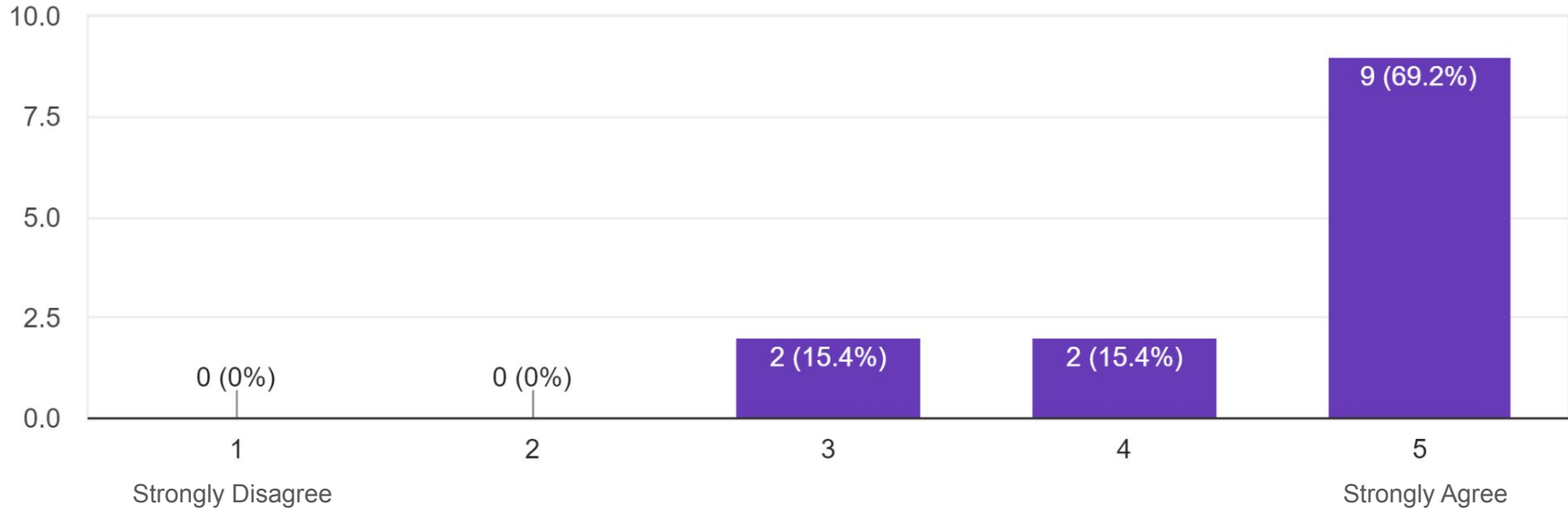
Elaine Lazarus has the experience and background to succeed as the Hopkinton Town Manager.

13 responses



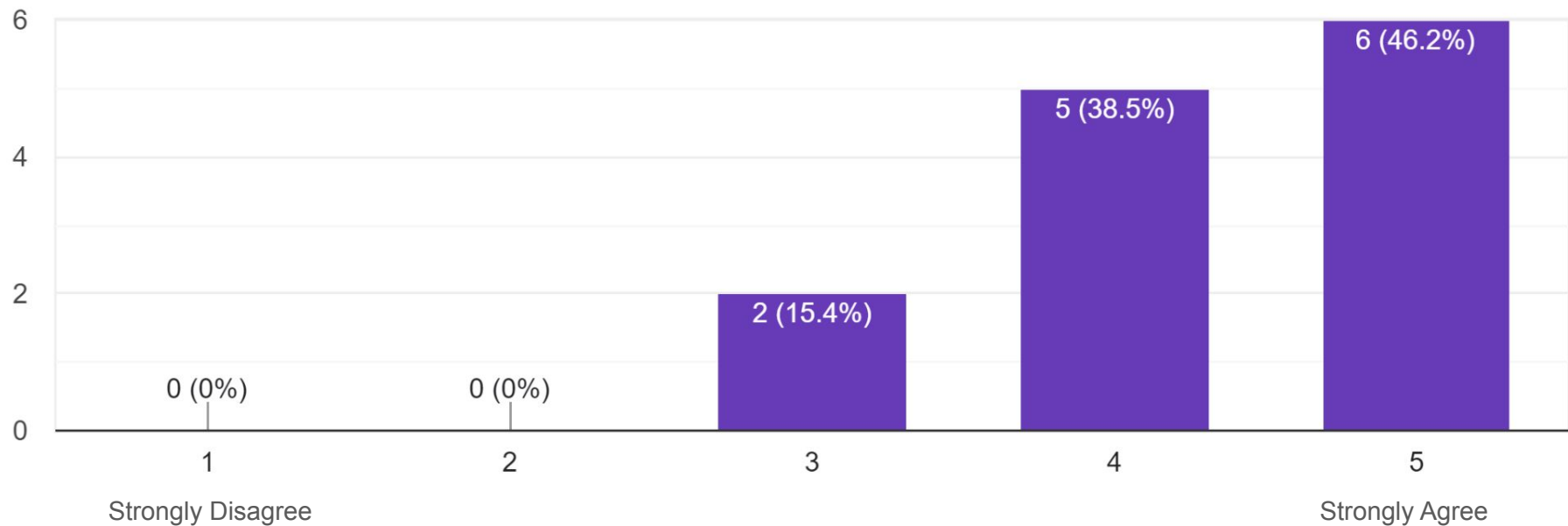
Elaine Lazarus is skilled in financial and budget management, personnel management, community, development, and project management.

13 responses



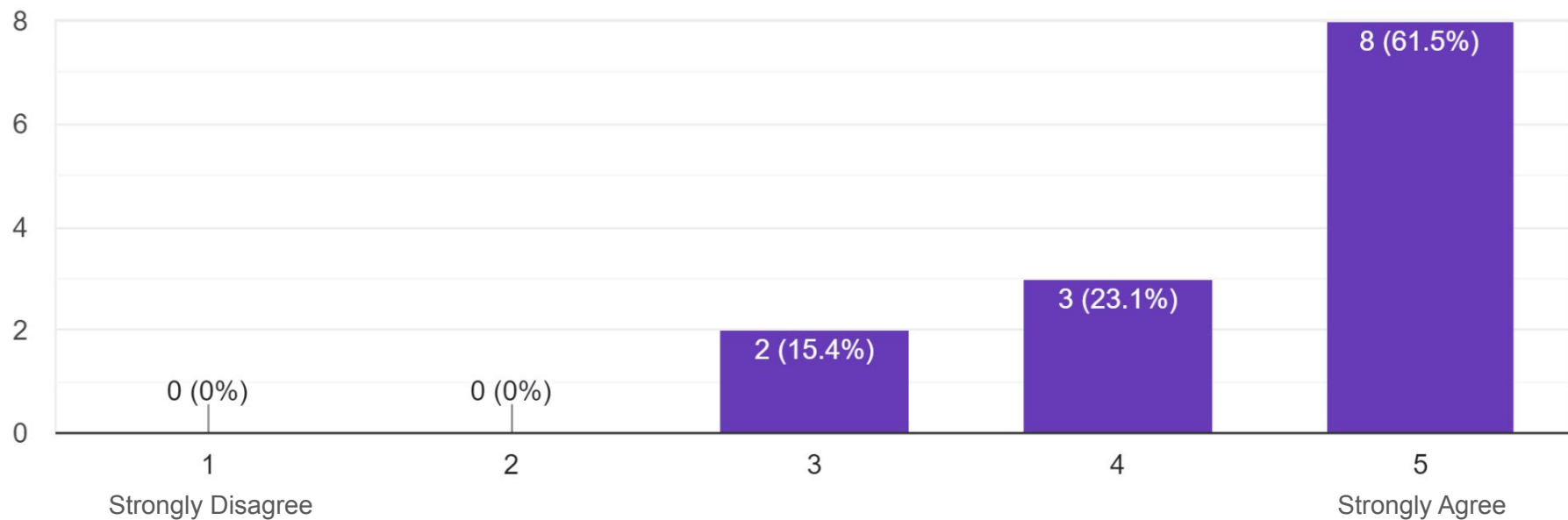
Elaine Lazarus has the necessary communication skills and seems approachable.

13 responses



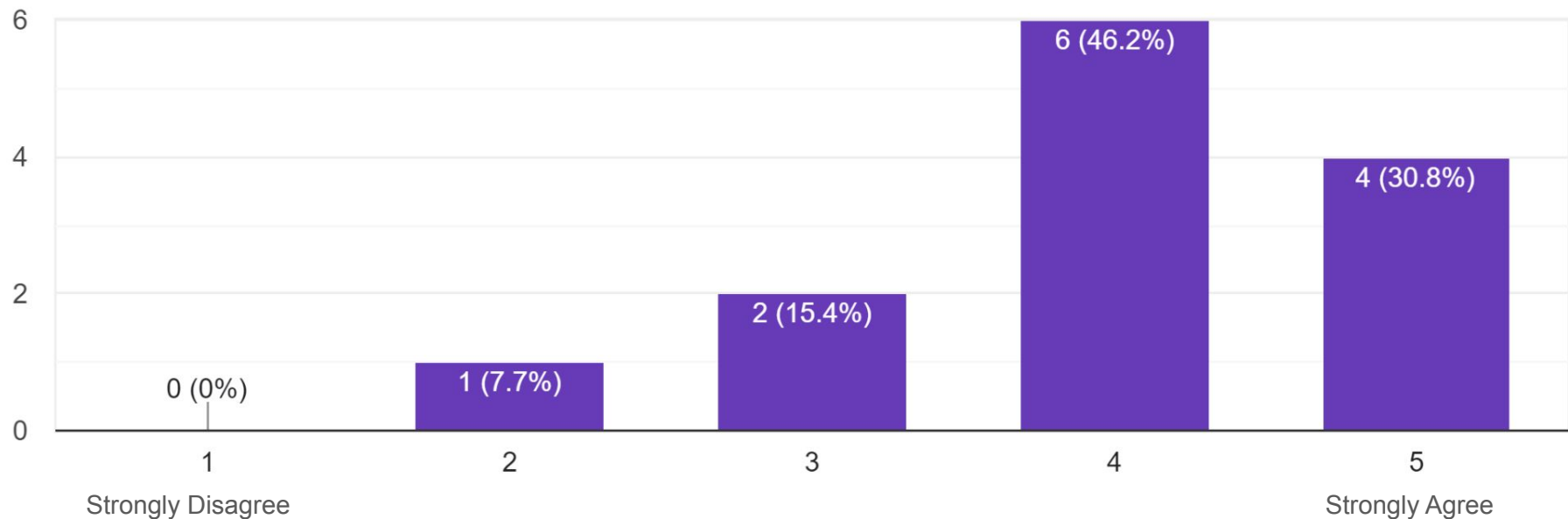
Elaine Lazarus seems to have the ability to translate the public's vision for the community into reality.

13 responses



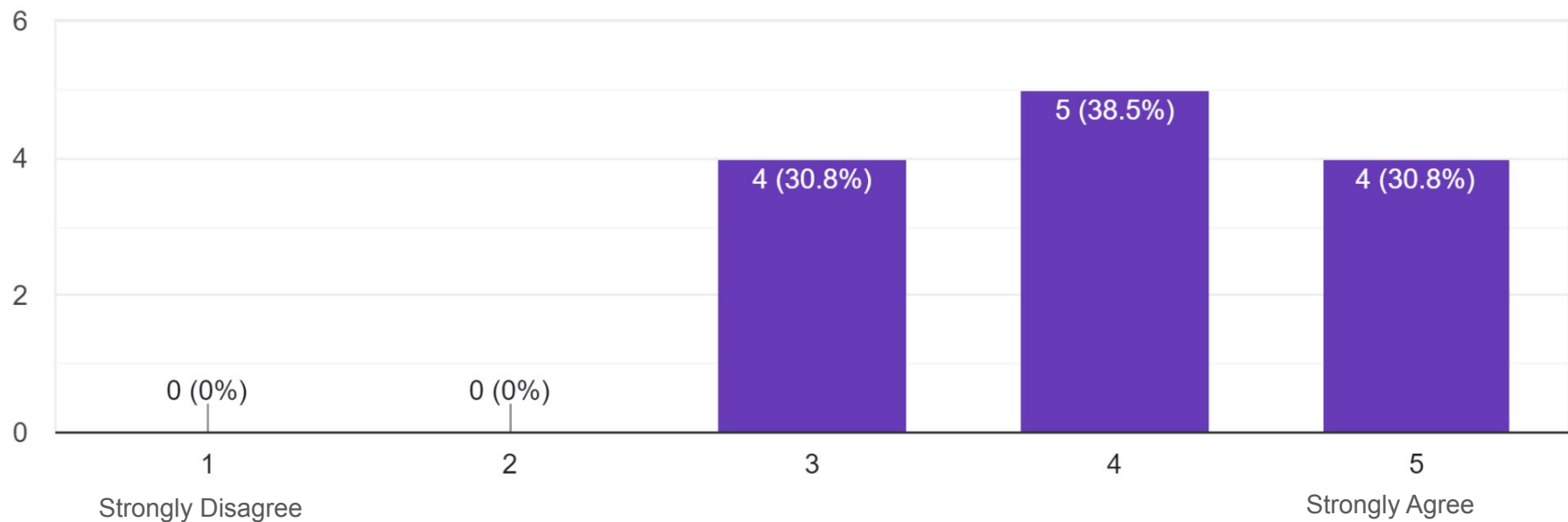
Christopher Senior has the experience and background to succeed as the Hopkinton Town Manager.

13 responses



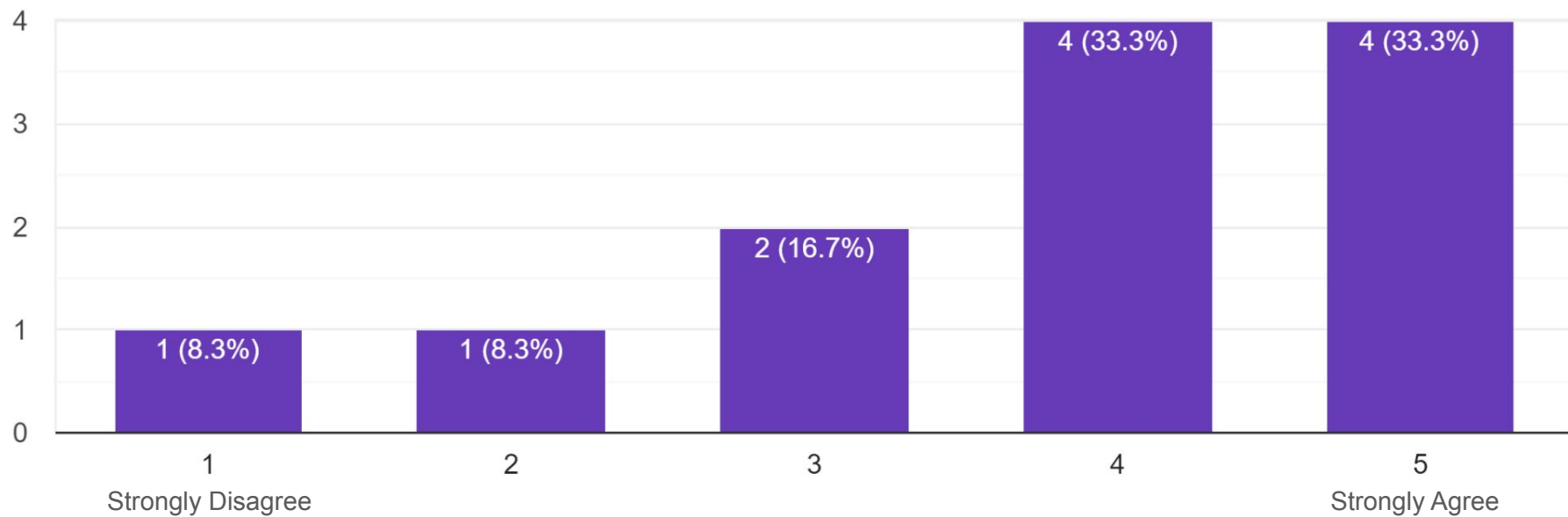
Christopher Senior is skilled in financial and budget management, personnel management, community, development, and project management.

13 responses



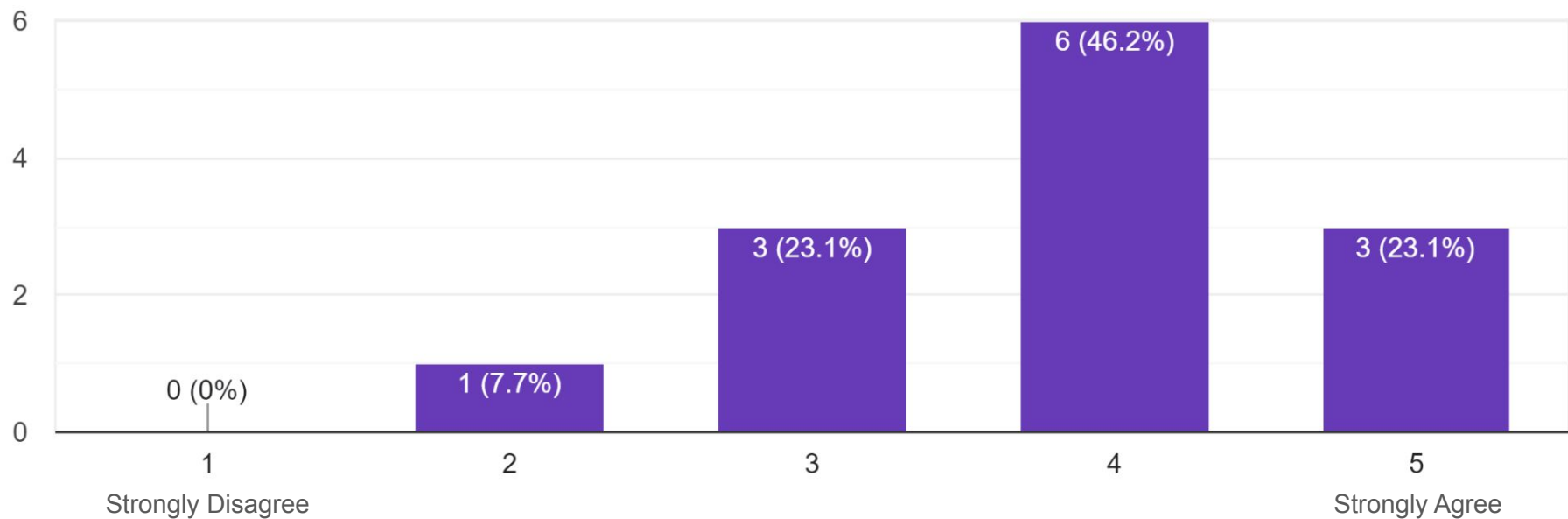
Christopher Senior has the necessary communication skills and seems approachable.

12 responses



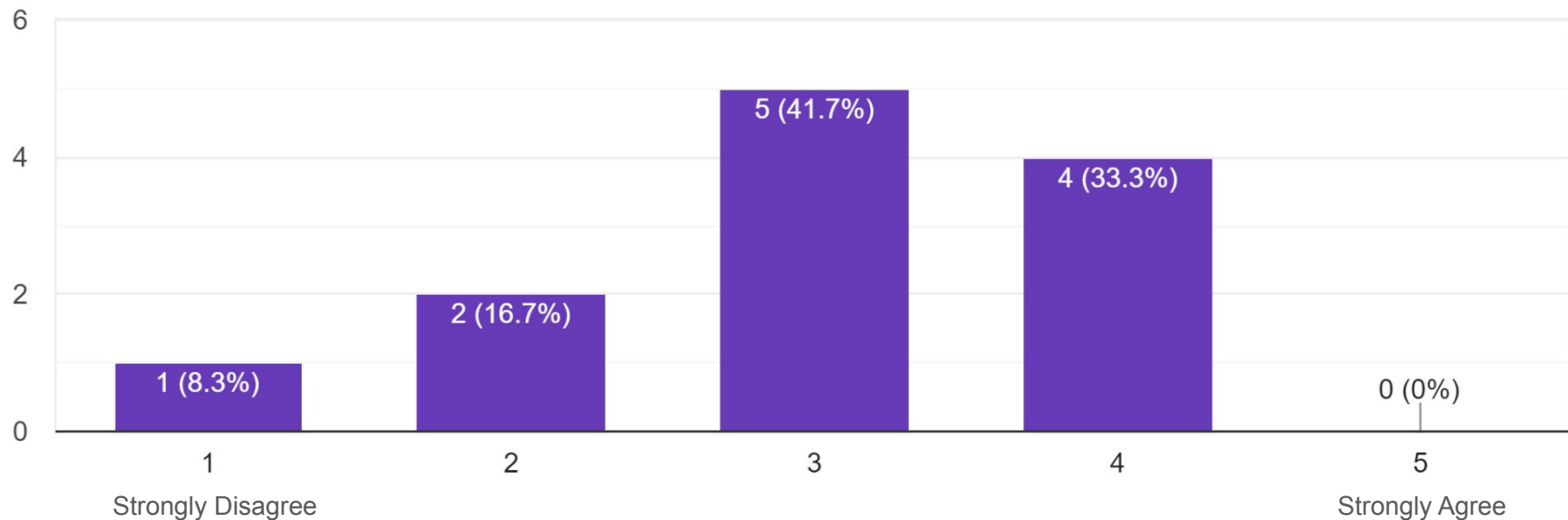
Christopher Senior seems to have the ability to translate the public's vision for the community into reality.

13 responses



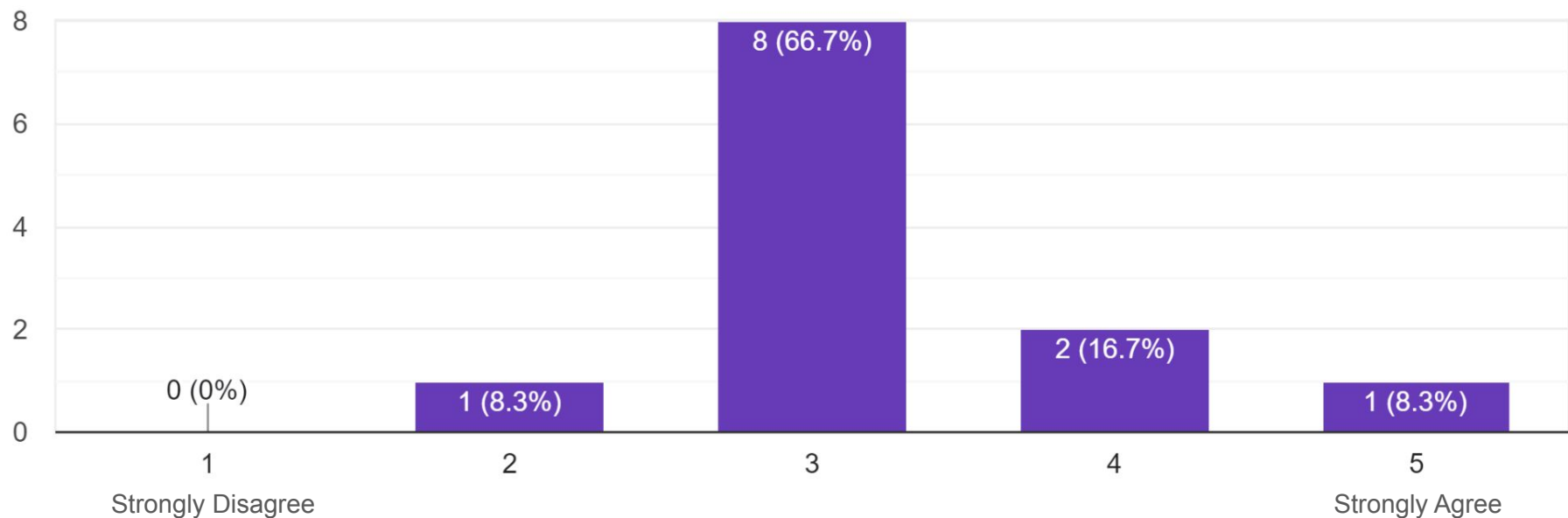
Lance DelPriore has the experience and background to succeed as the Hopkinton Town Manager.

12 responses



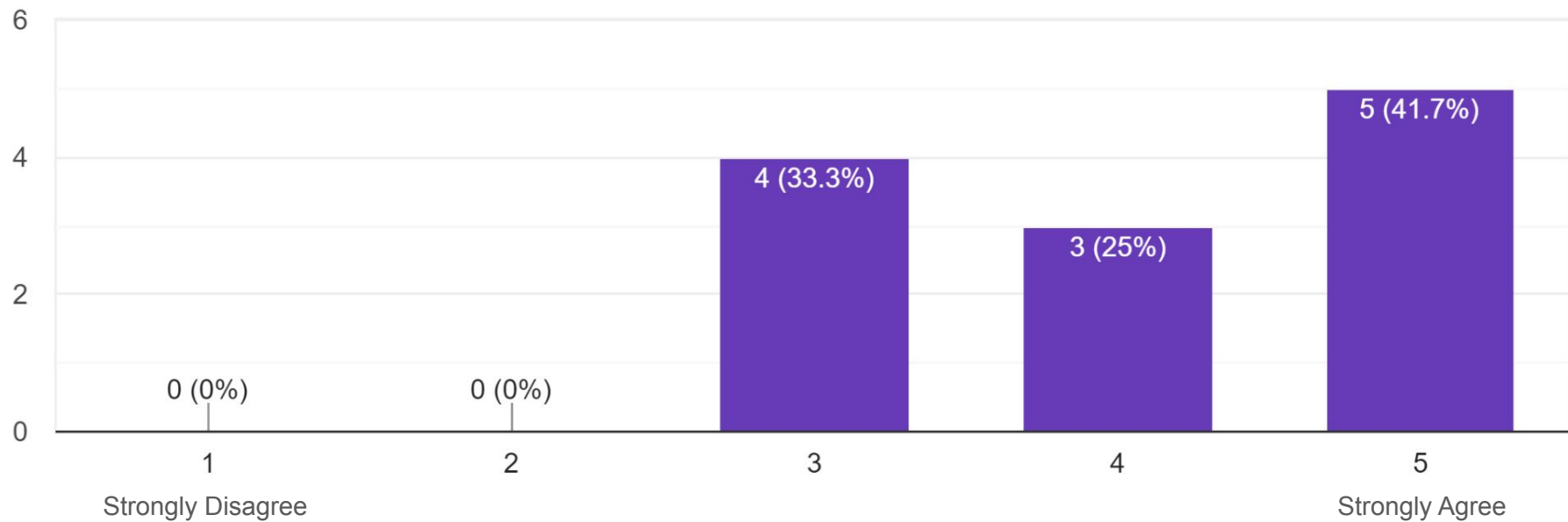
Lance DelPriore is skilled in financial and budget management, personnel management, community, development, and project management.

12 responses



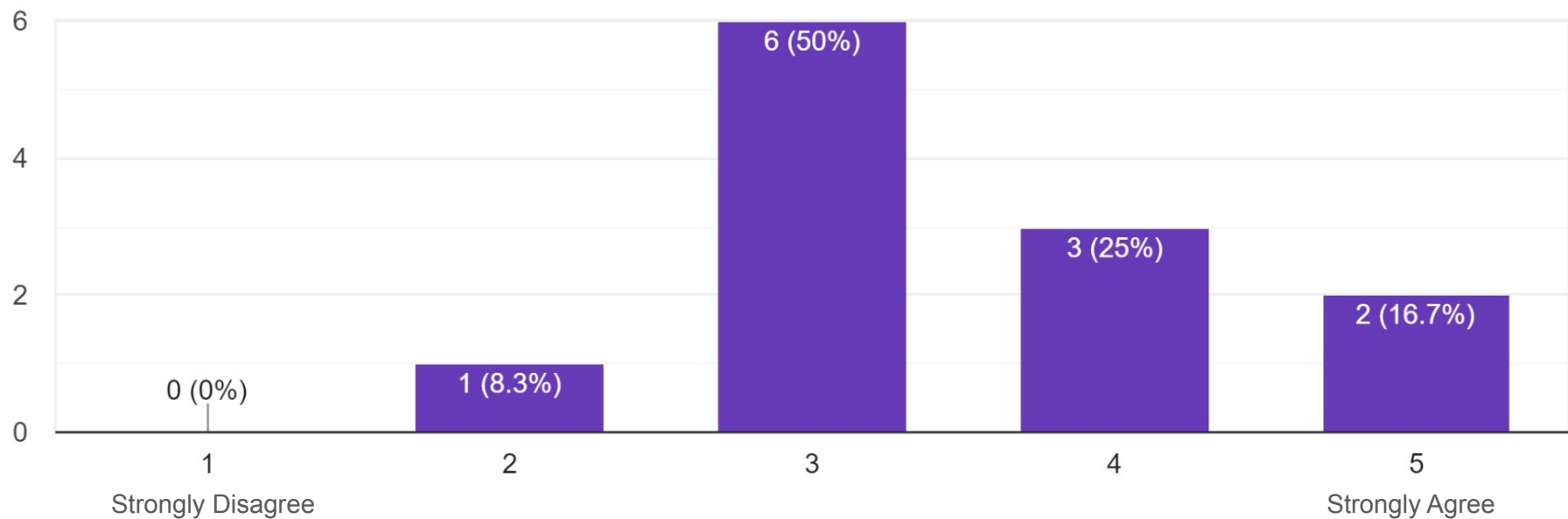
Lance DelPriore has the necessary communication skills and seems approachable.

12 responses



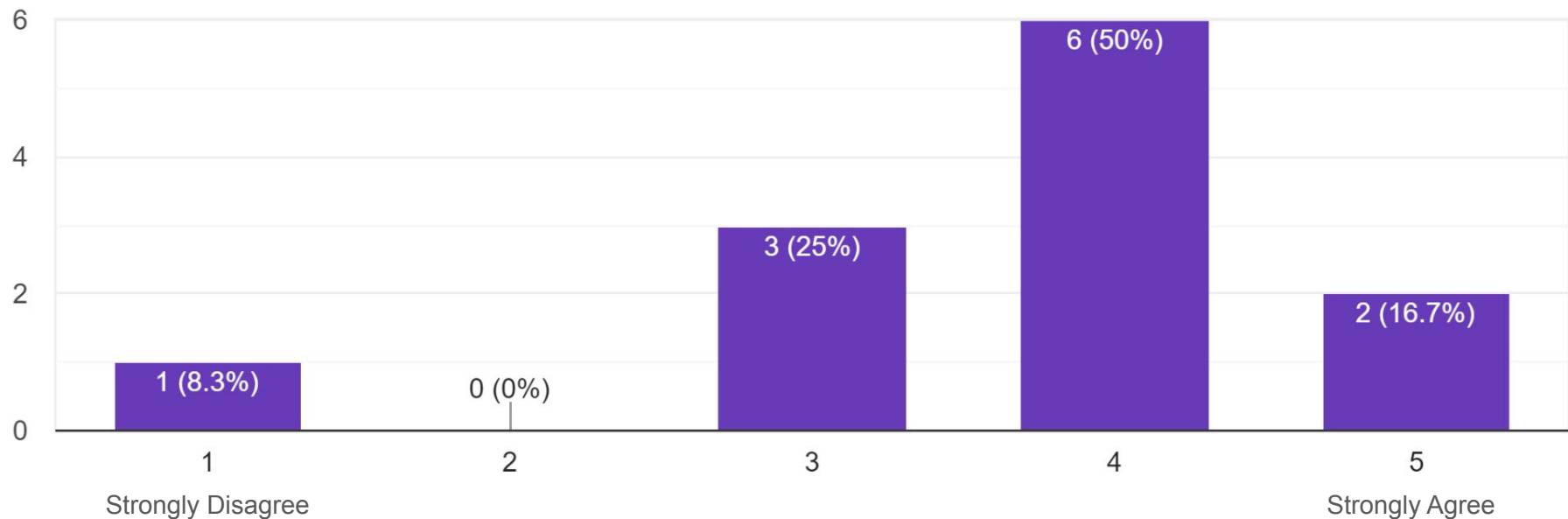
Lance DelPriore seems to have the ability to translate the public's vision for the community into reality.

12 responses



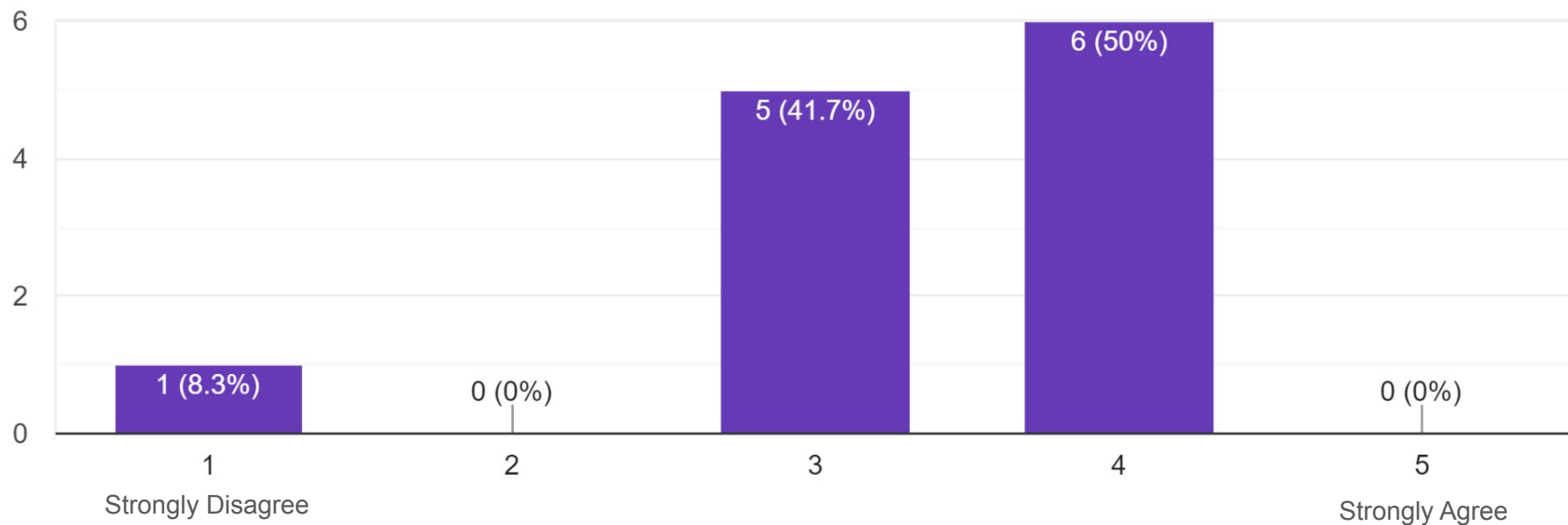
Jason Hoch has the experience and background to succeed as the Hopkinton Town Manager.

12 responses



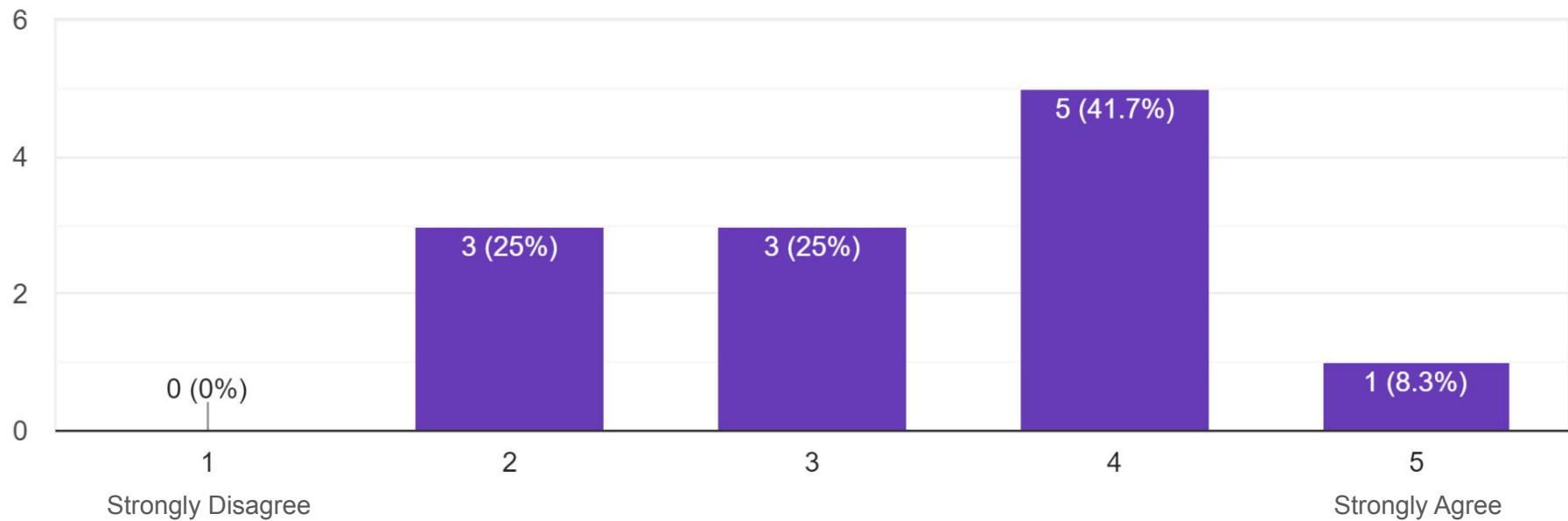
Jason Hoch is skilled in financial and budget management, personnel management, community, development, and project management.

12 responses



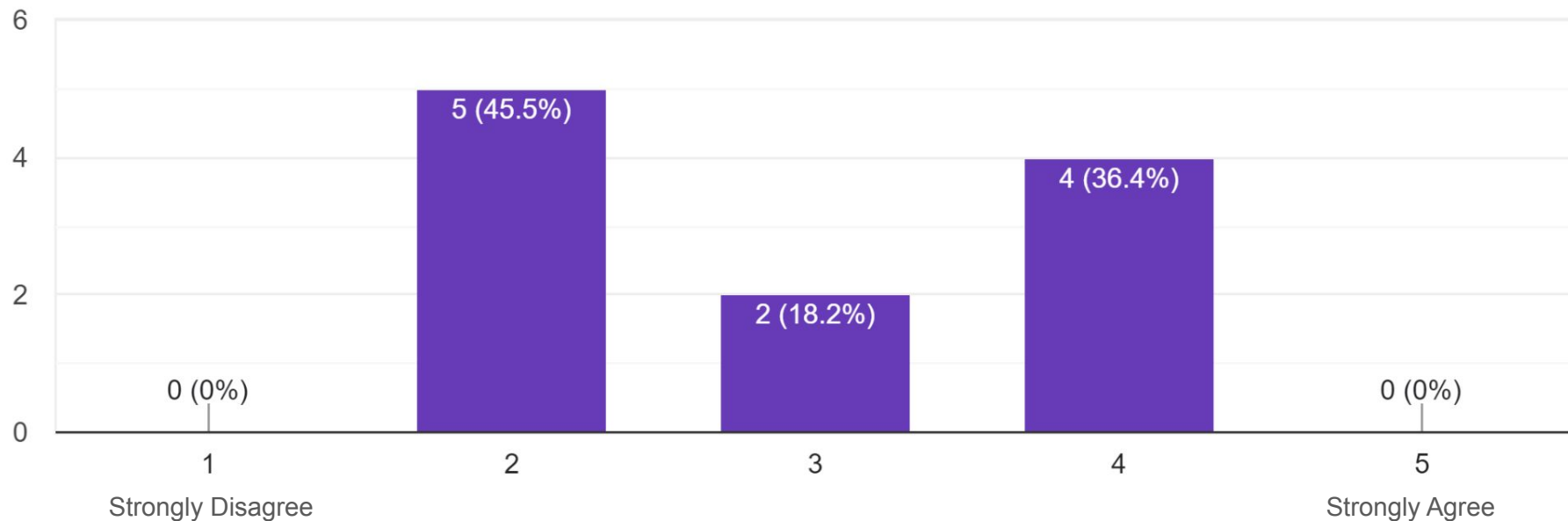
Jason Hoch has the necessary communication skills and seems approachable.

12 responses



Jason Hoch seems to have the ability to translate the public's vision for the community into reality.

11 responses



Why do you think Lance DePriore would be a good choice for the Town of Hopkinton?

- Nope
- Engineering background a big plus; knows how to handle stress; radiates leadership and trustworthiness; has worked in similar size towns
- There was not enough information presented to properly answer even these limited questions. Mr. DePriore presented himself as very knowledgeable about municipal government and is clearly invested in moving into a Town Manager role. He had done his homework about Hopkinton and put some thought into how to address our looming financial challenges and lack of trust in town leadership. He demonstrated great potential and would provide an opportunity to reevaluate current practices with a fresh set of eyes. He navigated a difficult conversation during the Meet and Greet very respectfully and diplomatically. Given the months of inaction on the part of the Select Board in initiating the search process, followed by a very rushed process with no public transparency until after the election, it is easy to assume that they have always intended to hire Ms. Lazarus.
- I think Lance has the necessary skills and passion, but is somewhat lacking in experience. I think he would be a good fit for Assistant Town Manager if Elaine were to be selected as Town Manager.
- Strong Communication skills
- great assistant town manager....not ready for town manager
- I think he understands the MWRA situation and could help guide the town through that expensive project.
- Did not personally talk with Lance, but I feel that a candidate with previous Town Manager experience would be more appropriate for Hopkinton.
- Only candidate without previous TM experience; however, I found him to appear very ambitious and not someone who just sat back if he wanted to make something happen. He was easy to speak to and looked at everyone in the room. Overall good vibes.
- Lance is a bright young man working in a larger community and has good experience. I feel his discussion seemed rote and too tied to financial numbers.
- It's concerning that one of our 'finalists' has never been a Town Manager! I think Hopkinton is too big of a town to jump into this role.

Why do you think Jason Hoch would be a good choice for the Town of Hopkinton?

- Elaine is best
- I don't think he would. He didn't answer questions directly and completely. Not enough eye contact. Seems too slick for Hopkinton.
- There was not enough information presented to properly answer even these limited questions. Mr. Hoch presented himself as very knowledgeable about municipal government and has extensive experience in the Town Manager role. As a resident, he is familiar with the challenges we are facing in managing growth, downtown revitalization, and addressing the lack of trust in town leadership. He would provide an opportunity to reevaluate current practices with a fresh set of experienced eyes. This situation would require public explanation and should be addressed by the Select Board in their interview.
https://www.berkshireeagle.com/news/local/williamstown-town-manager-jason-hoch-to-resign/article_a25f6c7a-72df-11eb-b48c-833825063fbe.html Given the months of inaction on the part of the Select Board in initiating the search process, followed by a very rushed process with no public transparency until after the election, it is easy to assume that they have always intended to hire Ms. Lazarus.
- When I learned that Jason lives in town, I was disappointed with his responses. I would expect him to be better versed in his knowledge of town issues.
- Multiple Town Manager positions but very wordy communicator
- ready to retire?
- I was not impressed with him.
- Jason has great speaking skills, but did not seem to have a good grasp of the financial issues and problems with our population growth in Hopkinton.
- Seems to understand the town
- He was just okay. I only listened to one other guy asking him questions and he didn't have the ability to acknowledge anyone joining the room or leaving. He was smart, and aware he would be coming in during a time when lots of pricy projects would be starting over the next three years. He made a comment about that — “yah, that made me second guess my decision for a moment,” and who could blame him...I think he'd thrown in the towel within 5 years. Then, when I researched him... Why in the world would our contacted company throw

someone into the mix that left their previous TM position after 6 years with a lawsuit filed against him and the former police chief? Although it's likely he was being blamed for having a role in the controversy and not necessarily an active participant, the comment, "READ THE ROOM," comes to mind...he would start here under as much doubt as the finance person who personally declared bankruptcy!!!! So, he's just a HARD NO.

- He's aware he is coming into a position with lots of upcoming expenses (schools) + big projects; however I think he would decide to leave within 3-5 years!
- Jason had an ease of communication with residents there that assured me he is someone who will listen to all sides and not bring in a predetermined agenda to Hopkinton.

Why do you think Elaine Lazarus would be a good choice for the Town of Hopkinton?

- She is a solid candidate but lacks leadership presence. Based on her tenure in town government, she should have a better vision for Hopkinton's future.
- There was not enough information presented to properly answer even these limited questions. Ms. Lazarus has performed well in her various roles in her long career in Hopkinton. That said, she was unable to articulate any vision for change or how to re-evaluate current practices. She had deep knowledge in current practices and, while she should be informed by institutional history, she should not be limited by it. She is clearly familiar with the challenges we are facing in managing growth, downtown revitalization, and addressing the lack of trust in town leadership, but offered no plan for moving forward in those areas. Given the months of inaction on the part of the Select Board in initiating the search process, followed by a very rushed process with no public transparency until after the election, it is easy to assume that they have always intended to hire Ms. Lazarus.
- Elaine has the skills, background, local knowledge and relationships necessary to immediately succeed in the role. We already know she can do the job well. Elaine is fantastic.
- Town knowledge and will quickly pick up what she needs to in this new role.
- Elaine knows Hopkinton...minimum learning curve....if you do not promote her she will leave asap...make Lance her assistant
- Elaine has the experience to do the job.

- Although Elaine is reserved when speaking in public, she knows how to get things done, is most familiar with the issues facing Hopkinton, and is transparent when moving forward with solutions. Elaine is #1 choice for Town Manager.
- Excellent choice for our town . Knows our issues and our strengths
- Clearly knows TM job. Clearly knows what she's getting herself into! Has always appeared to be prepared at SB meetings. Best listener. Her answers didn't go on and on. I was pleasantly surprised that she is known for her ability to make decisions without delay (the HR folks that were there even commented on liking that about her.) She doesn't command the room like Norman did, but that might not be necessary
- Obviously Elaine is well acquainted with Hopkinton + the duties of the Town Manager. Think she would make a good TM.
- Elaine is clearly the candidate with the easiest transition for Hopkinton. She's a great listener + very approachable.
- Experienced, calm, knowledgeable, capable - she is the one!
- She has been here for the longest of any employee in Hopkinton. Talk about seniority through virtue. Patience is a virtue. Norman created her current position of Assistant TM because of her skillset in the Land Use, Planning, and Building department. She is the only candidate who can carry us to the promised land. We don't want to lose her. Her institutional knowledge and answers have proven to be Hopkinton specific, quick and to the point.

Why do you think Christopher Senior would be a good choice for the Town of Hopkinton?

- Nope
- Good use of technology to make information more available and accessible. Is a legal background and degree enough? No masters in public administration or other advanced education.
- There was not enough information presented to properly answer even these limited questions. Mr. Senior presented himself as very knowledgeable about municipal government and has extensive experience in the Town Manager role. In Cohasset he has wrestled many of the same challenges we are facing in Hopkinton. He is clearly collaborative, and makes the time to work with state and national peers to identify and assess successful practices, policies and procedures in other communities. He referenced a One Town approach multiple times. He would provide an opportunity to reevaluate current practices with a fresh set of experienced eyes. During a

difficult conversation in the Meet and Greet, he was able to navigate the conversation respectfully, diplomatically, and transparently. Given the months of inaction on the part of the Select Board in initiating the search process, followed by a very rushed process with no public transparency until after the election, it is easy to assume that they have always intended to hire Ms. Lazarus.

- Chris seemed highly experienced and approachable. He had a depth of knowledge and experience to relate to any given topic. The only thing against him for me was he doesn't have as much local knowledge, but he does seem to have the relationship building ability to enable him to get up to speed quickly. I also liked how he wore a tie with Hiller colors.
- experience is ok...
- Christopher seems like a good fit.
- Chris has terrific communication skills and has experience as a Town Manager in a smaller, but similar community. He would be #2 choice.
- Qualified. I like that he's been a TM for 10yrs in Cohasset. Well versed in all town-related things like police/fire chief and strong/weak. Had the ability to be engaged in discussions, yet still welcome people into the room and acknowledge them (only one who did this easily). Had a clear answer about applying to Hopkinton — it's double the population of Cohasset and he'd be able to have new challenges for his skills. I hope the commute from Hull doesn't wear him out. He'd offer a fresh perspective for Hopkinton. He wore a Hopkinton color-themed tie. I appreciated this effort and his sincere interest in our town.
- Chris has the requisite experience to deal with Hopkinton's myriad of issues. Not my first choice however.
- I think his formal SB interview will be important as my impression is that he has the experience, has specific reasons he wants to change to be TM in Hopkinton, but talks A LOT! He is definitely one of the top 2 candidates.