









Service Applying for: \_\_\_\_\_

**EMPLOYEES OF THE FIRM**

In this area, Key Employee’s level of skills/experience/credentials relevant to the service will be listed and evaluated. Also, non-key employees designated to perform this service will be listed. **IMPORTANT NOTE: This list serves as a proclamation that your company will be utilizing the following personnel in the performance of the service.**

Ensure that a State Issued Driver License or Identification for each employee is submitted on the TIMS (TERO Information Management System). If claiming Indian status, provide the Tribal Identification. Also attach any valid certifications/licenses for each employee that pertain to this service. Please indicate below which employees are Indian or Non-Indian.

**Definitions**

**Key Employee** - A key employee is one who is in a top supervisory position or who performs a critical function such that an employer would risk likely financial damage or loss if that task were assigned to a person unknown to the employer

**Non-Key Employee** - A non-supervisory employee

**5. How would you rate your firm’s highest ranking Key Employee applying the following descriptions?**

<p><b>Key Employee</b></p> <p>Please choose and indicate with an "X"</p>	Employee(s) fully qualified	Employee(s) reasonably capable & effective	Employee(s) moderately capable. Would benefit from development	Employee(s) needs significant improvement	No Key Employee or experience/ qualifications

**Declaration of Key Employee(s).** For each Key Employee, a declaration of qualifications and experience for each is required as to their ability to perform/manage to this specific service. (If more space needed, please attach continuation.)

List the **Key Employee(s)** that your company will be utilizing to provide this service

Key Employees		
Name	Title	Native or Non-Native

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List the **Non-Key** Employee(s) that your company will be utilizing to provide this service

Non-Key Employees		
Name	Title	Indian/Non-Indian

**Declaration of Employees.** A declaration for each is required. Also, indicate which documents contain the information to verify the information. (If more space needed, please attach a continuation)

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**Possible Additional Points for Key and Non-Key Employees**

Company will receive additional points for Key & Non-Key employees identified/verified as follows:

MHA Members = 1/2 or 0.5 points

Members from other Federally Recognized Tribes = 1/4 or .25 points"

(Max additional points: 5 Points) **This does not include the owner(s)**

Discussion (if more space needed, please attach continuation)

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Service Applying for: \_\_\_\_\_

**Under penalties of perjury, I declare that I have examined this application and accompanying forms and statements, and to the best of my knowledge and belief, they are true, correct, and accurate.**

**Owners**

Print name	
Signature	
Date	

Print name	
Signature	
Date	

Print name	
Signature	
Date	

**INDIAN PREFERENCE DETERMINATION**

**This Service Justification Form Questionnaire, in conjunction with the documentation that you have submitted for consideration to TERO, will be used to generate a score. Your firm's generated score will then be applied to an established scale to identify the category designation (A, B, C, D, or E) that your firm will receive for the service.**