

Government of the Republic of Trinidad and Tobago

Ministry of Social Development and Family Services

CONTRACTORS PRE-QUALIFICATION QUESTIONNAIRE

INSTRUCTIONS

The Pre-Qualification Questionnaire is to be completed by Contractors who are interested in applying/providing goods, works or services to the Ministry of Social Development and Family Services. All costs incurred in preparing and submitting this prequalification submission are for the account of the Contractor.

- (1) The Contractor is asked to provide as much details as possible in respect of the information requested. This would facilitate the timely processing of the application.
- (2) All sections of the form must be completed in their entirety. In circumstances where the space provided within the Questionnaire is inadequate, the Contractor is asked to prepare schedules in the format indicated and attach same.
- (3) Provide copies of all documents required to support statements made in the application.
- (4) Provide a list of key personnel on Schedule I attached.
- (5) Provide detailed information on the list of all contracts entered into over the past five (5) years in Schedule II attached. **Copies of performance evaluation of the contract** by Clients are required.
- (6) Provide a list relevant tools, equipment, hardware and software owned by Contractor and available for use to service contract obligations on Schedule III attached. Proof of ownership by certified copies and/or receipts will be required. If arrangements are being made with an equipment supplier, a commitment letter from the supplier with the list of equipment and ownership documentation will be required.
- (7) Complete Safety Questionnaire, Schedule 6 attached.
- (8) Contractors that satisfy the prequalification requirements shall be advised in writing.
- (9) Contractors shall be classified for works/services in the following categories:

Micro Contractors - Up to \$99,999 TTD

Small Contractors - Between \$ 100,000 TTD and \$499,999 TTD

Medium Contractors - Between \$500,000TTD and \$999,999 TTD

Large Contractors - Over \$1,000,000.00 TTD

(10) The information collected herein is confidential and solely for the use of the Ministry. However, all information is subject to the Freedom of Information Act and may be required to be disclosed under this or other law.

- (11) The completed Questionnaire shall be addressed to the **Procurement Unit at Procurement@social.gov.tt Ministry of Social Development and Family Services.**
- (12) Ministry of Social Development and Family Services reserves the right to visit the premises of Contractors and request the payroll records of the Company specific to labour rates. Ministry of Social Development and Family Services also reserves the right to make reasonable inquiries of clients and persons indicated in this submission so as to establish performance levels and capabilities. We advise that all information received will be considered confidential and will be maintained accordingly, subject always to the requirements of law.
- (13) It is the responsibility of the Contractors to inform the Ministry of Social Development and Family Services of any change of address, phone number(s) or other relevant information.
- (14) Criteria for evaluation of submission:

CRITERIA	MAXIMUM POINTS	MINIMUM QUALIFYING POINTS
a) Statutory Requirements	10	7
b) Key Personnel	10	7
c) Previous Experience	20	13
d) Equipment Owned	15	10
e) Financial Statements and Credit worthiness	25	15
f) Client References	5	3
g) Insurances	5	3
h) Environmental & Safety Policies	10	7
TOTAL	100	65

Please proceed to the Questionnaire on next page

QUESTIONNAIRE

SCHEDULE 1 - GENERAL BACKGROUND AND ORGANIZATION

(1)	REGISTERED BUSINESS NAME	
(2)	REGISTERED ADDRESS OF COMPANY	
(3)	OTHER OPERATING/MAILING ADDRESS	SS (IF DIFFERENT FROM ABOVE)
(4)	CONTACT INFORMATION	THE STATE OF THE S
		TEL
		CELL
		FAX
		EMAIL ADDRESS
(5)	TYPE OF ORGANIZATION	☐ Public Limited Liability Company
		☐ Private Limited Liability Company
		☐ Partnership
		☐ Joint Venture
		☐ Sole Proprietorship
		☐ Other (please specify)

(6)	DATE AND REGISTERED NUMBER OF COM	PANY
(Attach as Doc 1.	: Certificates of Registration and Continuance)	
(7)	V.A.T. REGISTRATION NUMBER	
Clearance Certific Contractors who	: Certificate of Registration and icate not more than 6 months old. do not meet VAT requirements at this time AT exemption letter from the VAT Office.)	
(8)	INCOME TAX REGISTRATION NUMBER	
	: Income Tax Registration Certificate & Certificate not more than 6 months old)	
(9)	NIB REGISTRATION NUMBER	
	4: Certificate of Registration and ificate not more than 6 months old)	
(10)	LIST OF SHAREHOLDERS/PARTNERS	1)
		2)
		3)
		4)
		5)
(11)	LIST OF DIRECTORS	1)
(Attach as Doo	c 5: Notice of Directors)	2)
		3)
		4)
		5)
		6)

Page **5** of **24**

(12) SERVICE OFFERED

DESCRIPTION OF SERVCE	AVERAGE VALUE OF PROJECTS EXECUTED
1. General building works/services	
Air Conditioning and Refrigeration (installation/maintenance)	
Building Plumbing (Installation/Maintenance)	
Electrical	
(Installation/Maintenance)	
Data Cable (Copper/Fiber etc) (Installation/Maintenance)	
Welding and Fabrication	
Locksmith Services	
Elevator installation/maintenance	
Flooring/Tiling	
(Installation)	
Fire Suppression and Detection System Installation / Maintenance	
Standby Generator/Automatic Transfer Switch (Repair/Maintenance including refueling)	
Water Pumps (Repair and Maintenance)	
Other:	
DESCRIPTION OF SERVICE	AVERAGE VALUE OF PROJECTS EXECUTED
2. Civil Works	
Carpentry & Joinery	

Civil Infrastructure Works (Roads, Drainage, Sewerage and Tanks, Water Lines, etc.)	
Roofing Installation and Repairs	
Earthworks and Site Preparation	
Structural Steel	
Masonry	
Other:	
DESCRIPTION OF SERVICE	AVERAGE VALUE OF PROJECTS EXECUTED
3. Supplies (Stationery & Furniture)	
Bottled water	
(5Gal, 350ml etc.)	
Office Stationery	
(Pens, Pencil, Notepads etc.)	
Grocery Items (Tea, Sugar, Crackers etc.)	
Medical Supplies	
Ink Toners and Cartridges	
Printing Chemicals	
Copying Paper	
Bookbinding Material	
Travelling and Desk Diaries	
Cleaning Products	
(Dishwashing Liquid, Lysol etc.)	
Interfold Hand-towels	
Toilet Tissue	
Fireproof Cabinets, Task Chairs	
Household Appliances / Furniture	

(Stoves, Washing Machines, Chairs, Curtains, Lamps etc.)	
Printing and Artwork	
(File Jackets etc)	
Health and safety equipment	
Other:	
DESCRIPTION OF SERVICE	AVERAGE VALUE OF PROJECTS EXECUTED
4. Ground maintenance	
Landscaping	
(Lawn Mowing, Pruning, Repotting, Trimming, Edging etc.)	
Provision and Maintenance of Plants	
Other:	
DESCRIPTION OF SERVICE	AVERAGE VALUE OF PROJECTS EXECUTED
5. Janitorial & Hygienic	
5. Janitorial & Hygienic Sanitary Bins	
Sanitary Bins	
Sanitary Bins (Installation and Maintenance)	
Sanitary Bins (Installation and Maintenance) Washroom Consumables (Soap Dispensers, Air Fresheners and its	
Sanitary Bins (Installation and Maintenance) Washroom Consumables (Soap Dispensers, Air Fresheners and its Maintenance)	
Sanitary Bins (Installation and Maintenance) Washroom Consumables (Soap Dispensers, Air Fresheners and its Maintenance) Maid Services	
Sanitary Bins (Installation and Maintenance) Washroom Consumables (Soap Dispensers, Air Fresheners and its Maintenance) Maid Services (Laundry services, Household Cleaning etc.)	

DESCRIPTION OF SERVICE	AVERAGE VALUE OF PROJECTS EXECUTED
Other:	
(Painting, Buffing etc.)	
Body Works	
Washing and Detailing	
Branding of Ministry's Official Logos and other stickers.	
Provision of Items (Battery, Tires, Windscreen)	
Vehicle Servicing	
7. Vehicle maintenance	
DESCRIPTION OF SERVICE	AVERAGE VALUE OF PROJECTS EXECUTED
Other:	
Cash in Transit	
Armed and Unarmed	
Sentry Officers and Patrol Officer	
6. Security	
DESCRIPTION OF SERVICE	AVERAGE VALUE OF PROJECTS EXECUTED
Other:	
Pest Control Services	
Laundry Services	

AVERAGE VALUE OF PROJECTS EXECUTED
AVERAGE VALUE OF PROJECTS EXECUTED

Training	
Courier Services	
Conference Services and Events Management	
Cable and Internet Services	
Speech Writing	
Engraving	
Photography and Videography	
Other	
DESCRIPTION OF SERVICE	AVERAGE VALUE OF PROJECTS EXECUTED
10. Rental Services	
20. 110.114.1 00. 11000	
Printers, Photocopiers, Multi-function Printers	
Printers, Photocopiers, Multi-function Printers	
Printers, Photocopiers, Multi-function Printers Office Accommodation and Storage	
Printers, Photocopiers, Multi-function Printers Office Accommodation and Storage Water Dispensing Machines	
Printers, Photocopiers, Multi-function Printers Office Accommodation and Storage Water Dispensing Machines Banner Rentals Tents, Chairs and Tables ICT Equipment	
Printers, Photocopiers, Multi-function Printers Office Accommodation and Storage Water Dispensing Machines Banner Rentals Tents, Chairs and Tables	
Printers, Photocopiers, Multi-function Printers Office Accommodation and Storage Water Dispensing Machines Banner Rentals Tents, Chairs and Tables ICT Equipment (Computers, Keyboards, Projectors, Routers,	
Printers, Photocopiers, Multi-function Printers Office Accommodation and Storage Water Dispensing Machines Banner Rentals Tents, Chairs and Tables ICT Equipment (Computers, Keyboards, Projectors, Routers,	
Printers, Photocopiers, Multi-function Printers Office Accommodation and Storage Water Dispensing Machines Banner Rentals Tents, Chairs and Tables ICT Equipment (Computers, Keyboards, Projectors, Routers,	

SCHEDULE 2 - FINANCIAL CAPABILITY

	INSURANCE COVERA		19		
a	a) Can your company pro	ovide insurance as require	12		
		☐ YES (Attach as Doc 6: The Contractor is requested to outline, by way of a prepared schedule, the types			
	of Insurance cover maintained and copies of Insurance Policies in force.)				
	TYPE OF INSURA	ANCE COVERAGE	NAME OF FIRM AND ADDRESS		
	(Please note Contractor.	s are required to provide re	levant insurance if considered for a contract.)		
	\square NO				
	(Attach Document 6: Wh certified Broket	nere no insurance arrangem r or Insurance Firm must be			
(15)	Please select which categorian financially.	ory your organization is ca	pable of providing goods, works and/or services for		
	☐ Micro Contractors	- Up to S	99,999 TTD		
	☐ Small Contractors	- Betwee	n \$100,000 TTD and \$499,999 TTD		
	☐ Medium Contractors		n \$500,000 TTD and \$999,999 TTD		
	☐ Large Contractors	- Over \$	1,000,000 TTD		
(16)	Gross Annual Revenue				
	2018: \$	(TTD)			
	2019: \$	(TTD)			
	2020: \$	(TTD)			
(17)	AUDITED FINANCIAL	STATEMENTS			
	a) Has your company been	in operation for over one (1) year?		
	☐ YES (Please Proceed)			
	· ·	•	es must submit a Statement of Affairs showing all Assets,		
			e and expenses within the first year)		

EITHER

b) For Medium and Large Contractors *ONLY*: Does your company have, available, *Audited* Financial Statements for the last three (3) years, i.e. 2020, 2019, 2018?

	☐ YES (Attach as Doc 7	: Copies of Audited Finan	icial Statements for the last t	hree (3) years)
	□ NO (Please indicate i	why)		
		<u>OI</u>	<u>R</u>	
	c) For Micro and Smal	Contractors ONLY: Do	es your company have, avail	able, Management Accounts
	prepared by a qualifie	d Accountant and signed b	by two Directors?	
	☐ YES (Attach as Doc 7	: Copies of Management A	Accounts)	
	□ NO (Please indicate i	why)		
(4.0)	_			
(18)	Does you or your compar	y file annual returns?		
	□ VEC (Attack as Doc 9	A composition latest Ann	ual Datum filed	
		: A copy of the latest Anni		
	□ NO (Please indicate	vhy)		
(19)	NAME AND ADDRESS	OF RANKEDS		
(19)	NAME AND ADDRESS	OF DANKERS		
	NAME	ADDRESS	CONTACT	CONTACT
			PERSONNEL	NUMBER

SCHEDULE 3 – KEY PERSONNEL

(20) KEY MANAGERIAL AND SUPERVISORY PERSONNEL

Populate the table below with the Key Managerial and Supervisory Personnel within your organization (Attach as Doc 9: Résumé of all Key Personnel MUST be submitted inclusive of Professional License Specific to the Category/Categories selected in Question (12))

NAME	QUALIFICATIONS	POSITION (include other positions as applicable)	RELEVANT EXPERIENCE	PERIOD OF EMPLOYMENT WITH FIRM
			_	
			_	

(Additional Sheets may be submitted)

(21) CLASSIFICATION OF WORKERS AVAILABLE TO SERVICE CONTRACTS:

CLASSIFICATION / POSITION / TITLE	NUMBER OF PERSONNEL/ WORKERS	RELEVANT EXPERIENCE (NO. of Years)

(Attach as De for managem

	(0: The Contractor is requested to prove, control and execution of projects or s SCHEDULE 4 - LITIGATIO		
2)	Is there any litigation, completed owners, principal officers, director	• 0	2 0
	□ NO		
		cate any litigation brought against to is involved in any litigation that	
	LITIGATION MATTER	LITIGATING PARTY	STATUS
3)	Has your company, within the past on or completing any public works		alified or prevented from biddi
	□ NO		
	☐ YES (Please state reason and the	e Agency to do so)	
I)	Do you or any employee within you Ministry of Social Development an or perceive conflict of interest?		

	□ YES (Please speci	<i>fy)</i>				
(25)	Were you and/or and Trinidad and Tobago		your organization	ever employed with	the Government of	
	□ NO					
	☐ YES (Please speci	fy Ministry and year o	of employment)			
(26)	Do you or any employ with Ministry of Socia interests	•	_			
	□ NO					
	☐ YES (Please speci	fy)				
	SCH	EDULE 5 – WORK	HISTORY AND R	EFERENCES		
(27)	Has your company ev	er been contracted b	by the Government of	of Trinidad and Toba	ngo? □ YES □ No	
(If yes	s, please state Organizat	ion name)				
(28)	Has your firm ayor	failed to complete a	contract within the	authorized contract (tima?□ VES □ No	
(20)	mas your mimever	raneu to complete a	contract within the	authorized contract	ime: 123 110	
(29)	Are you currently con	itracted to provide s	ervices for the Gove	rnment of Trinidad a	and Tobago?	
	□ NO					
		populate table below	·)			
/A 11	ID I II	7)				
	tional Rows can be adde	CONTRACT	CONTRACT	CONTACT	TELEPHONE	
	DEPARTMENT	DATE	VALUE \$	PERSONNEL	NUMBER	
(30)	Have you selected mo	re than one Categor	y in Question 12?	□ Y	ES 🗆 NO	
(31) 1	Has your company prov	vided services over t	ha nast thraa vaars t	oor category?		
(31) 1	nas your company prov	vided services over the	ne past tinee years p	ber category:		
	□ YES					
	□ NO (Please state	e why)				
(32)	List, per category, four (4) different companies that services were provided to within the past three (3) years.					

(Attach as Doc11: Relevant documentation supporting the existence of these services. (contract/service/delivery dates and value must be included in these documents))

CATERGORY	COMPANY NAME	CLIENT & CONTACT NAME	TELEPHONE NUMBER	CONTRACT VALUE \$	CONTRACT DATE	BRIEF DESCRIPTION OF WORKS

(33) List all current contracts/works in progress

(Attach as Doc 12: Relevant documentation or references supporting the existence of ongoing contracts (dates included)

COMPANY NAME	CLIENT & CONTACT NAME	CONTRACT DATE	CONTRACT VALUE \$	PERCENT (%) COMPLETE	TELEPHONE NUMBER	BREF DESCRIPTION OF WORKS

(34) List all tools, equipment, hardware and software.

NAME, MAKE, REGISTRATION NUMBER AND DESCRIPTION OF EQUIPMENT/UNIT(S) (INCLUDING LABS, WORKSHOPS, KITCHENS, ETC.)	AGE	CONDITION	SERIAL NUMBER	MODEL NUMBER

				SAFETY QUES		
	(QUESTIONS 35 -	<u>- 45 FOR N</u>	<u>IEDIUM ANI</u>	<u>D LARGE COMI</u>	PANIES ONLY)	
(35)	Does your company have/a	dhere to a	documented c	ode of environme	ental practice?	☐ YES ☐ NO
	(If Yes, Attach as Doc 13:	Environme	ntal Practice	Document)		
(36)	Does your company have/a	dhere to a	documented F	Health and Safety	Policy?	☐ YES ☐ NO
	(If Yes, Attach as Doc 14:	Company's	HSE Policy)			
(37)	Does your company have/a	dhere to a	documented (Quality Managem	ent System?	☐ YES ☐ NO
	(If Yes, Attach as Doc 15:	Quality Ma	ınagement Sy	vstem)		
(38)	Does your company log acc		lents, first aid	injuries and nea	r misses?	□ YES □ NO
	(If Yes, Please fill out the foll (a) Number of Injurio					
	(a) Ivamber of Injuri	cs .				
	(b) Number of Illness	ses				
	(c) Number of Lost V	Workday cas	ses			
	(d) Number of Restri	cted Workd	ay cases			
	(e) Number of cases	with medica	al attention onl	у		
	(f) Number of Fatali	ties				
	•					
(39)	Are these accident repor (Please populate the t	_			ring? How often?	
	(Freuse populate the t	YES	NO NO	MONTHLY	QUARTERLY	ANNUALLY
	SUPERVISOR					
	MANAGER					
	CEO/MANAGING					
	DIRECTOR					
(40)	a) Does your company holo	d cafety me	etings for Fm	nlovees Field Co	nstruction Emplo	wees and/or Field
(40)	Supervisors?	a sarcty me	ctings for Em	pioyees, Field Co	nstruction Emplo	☐ YES ☐ NO
	b) How often?					
	Weekly			Bi-Weekly		
	Monthly			Less often, as ne	eded 🗆	
(41)	Is there a Key HSE perso	onnel (Cert	ified by an au	thorized HSE Ag	ent) in vour orgai	nization?

NAME POSIT	YION	CONT.	ACT	EMAIL	ADDRESS
es your company conduct project safety,		antal asf	oter one	l/on gonita	ame inconcations?
es your company conduct project safety,	, environn	iciitai sai	ety am	I/OI Saiita	Ty mspections: ☐ YE
(b) If yes, who conducts this inspecti	on (give jo	b title)?			
				• • • • • • • • • • • • • • • • • • • •	
(c) And how often					
Ooes your company conduct environmenta	l audit ins	pection?			□ YE
ow are accident records and accident sun	ımariec ke	ont? How	often s	are they r	enorted? 🗆 VF
	maries K	.pt. 110 w	orten a	are they re	cporteu 12
please populate table below)	YES	NO	MO	NTHLY	ANNUALLY
COSTS TOTALLED FOR ENTIRE	1LS	110	WIO		THUTTEL
CCIDENTS TOTALLED BY PROJECT					
SUBTOTALLED BY					
SUPERINTENDENT					
SUBTOTALLED BY FOREMAN					
low are the costs of individual accidents k	ept? How	often are	they r	eported?	□ YE
(If yes please populate table below)					
	YES	NO	MO	NTHLY	ANNUALLY
OSTS TOTALLED FOR ENTIRE OMPANY					
CCIDENTS TOTALLED BY PROJECT					
UBTOTALLED BY SUPERINTENDENT					
UBTOTALLED BY FOREMAN					
SUBTOTALLED BY SUPERINTENDENT SUBTOTALLED BY FOREMAN					

(45) Does a training program exists for all personnel and new hires? ☐ YES ☐ NO (If yes please state different types of programs offered) YES NO Environmental considerations (a) (b) Personal protective equipment Confined space (c) Welding and cutting (d) Safety belts and lifelines (e) (f) Scaffolding Perimeter (g) (h) Chemical safety (i) Housekeeping (j) Flammable liquid/gas Fire protection (k) (1) First aid facilities **Emergency Procedures** (m) (n) Toxic substances (o) Trenching and excavation Signs, barricades, flagging (p) Electrical safety (q) Rigging and crane safety (r) **Quality Customer Service** (s) Health and Safety (t) (u) Other (Please state) (QUESTIONS 46 to 52 FOR MIRCO AND SMALL COMPANIES ONLY (46) Does your company have/adhere to a documented Health and Safety Policy? ☐ YES ☐ NO (If Yes, Attach as Doc 14: Company's HSE Policy) (47) Does your company have/adhere to a documented Quality Management System? ☐ YES ☐ NO (If Yes, Attach as Doc 15: Quality Management System)

(48)	Does your company log a (If Yes, Please fill out the fo		id injuries and n	ear misses?	☐ YES ☐ NO
	(a) Number of Inju				
	3				
	(b) Number of Illne	esses			
	(c) Number of Lost				
	(d) Number of Rest				
	(e) Number of case	s with medical attention of	only		
	(f) Number of Fata	lities			
(49)	(If Yes, Please populate t	sonnel (Certified by an a			anization? □ YES □ NO
	Attached Doc 8: Résume NAME	POSITION	CONTACT	EMAIL ADDRES	SS
	1 11 22 2		NO.		
(50)	Can your company sati	sfy Jobs/Projects involvi	ng strict time du	rations?	☐ YES ☐ No
(51)	Does a training program ex	ists for all personnel and	d new hires?		☐ YES ☐ NO
(If yes please	e state different types offerea	")			
(52)]	Does your company conduc	et project safety, environ	mental safety an	d/or sanitary inspe	ctions?
	(h) Ifh d		: -1- 4:41-10		☐ YES ☐ NO
	(b) II yes, who cond	ucts this inspection (give	joo uuej?		
			••••••		•••••
	(c) And how often				

Please proceed to the Acknowledgement and Checklist sections

CONTRACTOR'S ACKNOWLEDGEMENT AND SIGNATURE

We/I hereby accept that if this application is not properly completed, it will NOT be processed and will be returned for completion with a defects list.

We/I accept that the Ministry of Social Development and Family Services reserves the right to make reasonable inquiries of clients and suppliers indicated in this submission so as to establish performance levels and performance capacities of the Contractor.

We/I accept that if these inquiries indicate poor performance or questionable conduct, the Ministry of Social Development and Family Services retains the discretionary authority to disqualify the questionnaire from further consideration and may remove the name of the Contractor from any pre-qualified list the Ministry may maintain.

We/I understand that all sections of this Questionnaire must be completed and all documents requested must be supplied, and that Questionnaires not fully completed will not be considered.

We/I understand that pre-qualification does not guarantee an award of contract.

We/I further acknowledge that the Ministry will not be held liable for all and any costs incurred by us whilst procuring documents and preparing this pre-qualification submission.

We/I understand that Contractors are required to disclose existing relationships with the Ministry of Social Development and Family Services and/or any of its employees, and that failure to disclose will result in disqualification of my submission.

We/I the undersigned state that we/I have no conflict of interest in relation to this pre-qualification exercise.

SIGNED	:	
POSITION	:	
NATIONAL PP/DP NUM	ID/ BER:	
DATE	:	(Place Company's Stamp or Seal)

~~~

#### **PRE-QUALIFICATION CHECKLIST** $(\sqrt{})$

Ensure that you have submitted the following documents, and that your Questionnaire is signed.

- () Copies of Certificate of Incorporation/Registration and Continuance/ Company bylaws/ Board Resolution/ Principals registered Power of Attorney/ Notice of Directors/Affidavit/ Return of beneficial Interest in the shares of a company form.
- () Copies of Income Tax, VAT and NIS Registration certificates.
- () VAT clearance letter or Letter of Exemption
- () Audited Financial Statements or Management Accounts for the last three (3) years
- () Official letter from Bank/Credit Union and Banker's Credit Reference
- () Company Organization Chart, showing subsidiary/affiliates if applicable
- () Résumés of key personnel
- () Documented evidence of previous contracts
- () Copies of professional license relevant to category of service
- () Letters of recommendations from 3 clients
- () Police Certificate of Good Character
- () Tools, equipment hardware and software Listing
- () Portfolio of Projects, Copies of Work Orders, Completion Certificates or other documents in support of work done
- () Company's Profile and Health and Safety policy
- () Insurances (Workmen's Compensation, Public Liability)

- () Industry Standards Relevant for the Provision of Goods and Services:
  - \*Licenses (e.g. Wireman, Plumbing, Firearm User, Food handlers badge etc.)
  - \*ISO / STOW Certifications
  - \*Professional Membership

# **END OF DOCUMENT**