

<p>5.Experience in the assessment, selection, and management of third-party engineering firms for a production operation H = Extensive experience in the assessment, selection, and management of third-party engineering firms for a production operation M = Moderate experience in the assessment, selection, and management of third-party engineering firms for a production operation L = Little to no experience in the assessment, selection, and management of third-party engineering firms for a production operation</p>		
<p>6. Relevant personnel management expertise, including years of experience H = 5+ years of leadership experience AND has managed large teams across multiple business units and functions M = 1-4 years of leadership experience over small teams within a single business unit or job function L = less than 1 year of experience leading small, localized teams</p>		
<p>7. Leadership style H = Answer outlines a well-thought-out system for maximizing the potential of a team M = Broad answer indicating some leadership capabilities L = Answer does not indicate true leadership abilities</p>		
<p>8. Travel H = Road warrior open to travel at 50% or greater M = Prefers 25% to 50% travel L = Prefers less than 25% travel</p>		
<p>9. Non-compete H = No relevant non-compete or non-disclosure in place M = Has a peripheral non-compete or non-disclosure in place - could limit some activities L = Has a strong relevant non-compete or limiting non-disclosure</p>		
<p>10. U.S Citizen H = U.S Citizen or Green Card Holder M = In process for a Green Card; will require company support L = Needs full sponsorship to work in the U.S</p>		
<p>Grading Point System: H's = 4 M's = 3 L's = 2 Bonus Points = .5 Now add up the numerical value of each grade and then divide by the total number of grades</p>		<p>Total Points: Divided by 10 grades = Avg. Grade:</p>