

REGISTRATION OF SUPPLIERS FOR VARIOUS GOODS, WORKS AND SERVICES FOR THE YEAR 2022-2024

REF NO: UOK/T/003/2021/2022

| COMPANY NAME: | |
|-----------------------------|--------------------|
| CATEGORY NO: | |
| IF SPECIAL GROUP, PLEASE IN | DICATE BELOW: $()$ |
| WOMEN | |
| YOUTH | |
| PERSONS WITH DISABILITIES | |

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UNIVERSITY OF KABIANGA

ISO9001:2015 CERTIFIED INSTITUTION

REGISTRATION OF SUPPLIERS FOR GOODS AND SERVICES FOR THE YEAR 2022-2024

University of Kabianga intends to update its Register of Suppliers for various goods, services and works as a continuous process.

Interested eligible Suppliers are invited to apply for registration, indicating the category of goods or services they wish to supply. Existing suppliers who wish to be retained must apply and submit up-to-date information requested in the registration document.

| CATEGORY | Category Description | Eligibility |
|----------------------|---|--|
| UoK/REG/1/2022-2024 | Supply & Delivery of Medical Drugs | Open/or attach certificate for special group |
| UoK/REG/2/2022-2024 | Supply & Delivery of Medical Lab reagents and Equipment | Special group |
| UoK/REG/3/2022-2024 | Supply & Delivery of Laboratory Reagent & Equipment for Teaching Departments. | Open/or attach certificate for special group |
| UoK/REG/4/2022-2024 | Supply & Delivery of Hardware, Plumbing, and Paints Materials. | Special group |
| UoK/REG/5/2022-2024 | Supply and delivery of Farm inputs | Open/or attach certificate for special group |
| UoK/REG/6/2022-2024 | Supply & Delivery of Electrical Fittings & Electronics Materials. | Special group |
| UoK/REG/7/2022-2024 | Supply & Delivery of Office & Student Furniture | Open/or attach certificate for special group |
| UoK/REG/8/2022-2024 | Supply & Delivery of Staff Uniforms & Protective Clothing | Special group |
| UoK/REG/9/2022-2024 | Supply & Delivery of Computers, Photocopiers, Printers & Related Office Machines | Special group |
| UoK/REG/10/2022-2024 | Supply and Delivery of Assorted Motor Vehicles Spare Parts (Genuine Parts Only), Tyres, Tubes, Batteries | Open/or attach certificate for special group |
| UoK/REG/11/2022-2024 | Supply & Delivery of Meat and Allied Products | Special group |

| UoK/REG/12/2022-2024 | Supply & Delivery of Perishable Foodstuff (e.g. Vegetables, Fruits etc) | Special group |
|----------------------|--|--|
| UoK/REG/13/2022-2024 | Supply & Delivery of Games, Sportswear and Equipments | Special group |
| UoK/REG/14/2022-2024 | Supply & Delivery of Water Treatment Chemicals | Open/or attach certificate for special group |
| UoK/REG/15/2022-2024 | Supply & Delivery of Library Books and Journals | Open/or attach certificate for special group |
| UoK/REG/16/2022-2024 | Supply & Delivery of Charcoal and firewood | Special group |
| UoK/REG/17/2022-2024 | Supply & Delivery of Eggs, Fish & Chicken | Special group |
| UoK/REG/18/2022-2024 | Supply & Delivery of Fresh Milk and Related Products | Special group |
| UoK/REG/19/2022-2024 | Supply & Delivery of Cereals e.g. Maize, Beans, Ndengu etc | Special group |
| UoK/REG/20/2022-2024 | Supply and Delivery of Kitchen Appliances and Cutlery | Open/or attach certificate for special group |
| UoK/REG/21/2022-2024 | Supply and Delivery of Animal Feeds, Veterinary Drugs (Poultry, Dairy Animals) | Open/or attach certificate for special group |
| UoK/REG/22/2022-2024 | Supply and Delivery of Building Materials eg Sand , Murram, Timber | Special group |
| UoK/REG/23/2022-2024 | Supply and Delivery of Airtime | Special group |
| UoK/REG/24/2022-2024 | Supply and Delivery of Newspapers | Special group |
| UoK/REG/25/2022-2024 | Supply and Delivery of glass and related fixtures | Open/or attach certificate for special group |
| UoK/REG/26/2022-2024 | Supply and delivery of Metal related fixtures ,grills, doors, beds, chairs | Special group |
| UoK/REG/27/2022-2024 | Supply and Delivery of Mattresses | Open/or attach certificate for special group |
| UoK/REG/28/2022-2024 | Supply and delivery of curtains ,blinders and fixtures internal decoration and refurbishment | Open/or attach certificate for special group |
| UoK/REG/29/2022-2024 | Supply and delivery of security equipments. | Open/or attach certificate for special group |

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| for special group /REG/45/2022-2024 Provision of waste management services Open/or attach certificate for special group /REG/46/2022-2024 Lease of business stalls Open/or attach certificate | | | |
| for special group /REG/45/2022-2024 Provision of waste management services Open/or attach certificate for special group /REG/46/2022-2024 Lease of business stalls Open/or attach certificate | UoK/REG/44/2022-2024 | Provision of cutting down trees, splitting and related tasks | Open/or attach certificate |
| for special group /REG/46/2022-2024 Lease of business stalls Open/or attach certificate | | | for special group |
| for special group /REG/46/2022-2024 Lease of business stalls Open/or attach certificate | | | |
| /REG/46/2022-2024 Lease of business stalls Open/or attach certificate | UoK/REG/45/2022-2024 | Provision of waste management services | - |
| | | | for special group |
| | | | |
| for amoint areas | UoK/REG/46/2022-2024 | Lease of business stalls | Open/or attach certificate |
| for special group | | | for special group |
| | | | |
| | UoK/REG/47/2022-2024 | Provision of insurance services | Open/or attach certificate |
| | UoK/REG/44/2022-2024 UoK/REG/45/2022-2024 | Provision of transport services eg taxi, tractors, lorries and water bowsers etc Provision of cutting down trees, splitting and related tasks Provision of waste management services | Open/or attach certification of special group Open/or attach certification of special group Open/or attach certification of special group Open/or attach certification open/or attach certi |
| 1 | UoK/REG/47/2022-2024 | Provision of insurance services | Open/or attach certificate |
| /REG/47/2022-2024 Provision of insurance services Open/or attach certificate | | | |

| | | for special group |
|----------------------|---|--|
| UoK/REG/48/2022-2024 | Supply and delivery of University graduation gowns | Open/or attach certificate for special group |
| UoK/REG/49/2022-2024 | Supply and delivery of national and University Flags | Open/or attach certificate for special group |
| UoK/REG/50/2022-2024 | Supply and delivery of fire fighting extinguishers, refilling/servicing | Open/or attach certificate for special group |
| UoK/REG/51/2022-2024 | Provision of key cutting services ,rubberstamps | Open/or attach certificate for special group |
| UoK/REG/52/2022-2024 | DJ Services | Special group |
| UoK/REG/53/2022-2024 | Choir trainers | Open/or attach certificate for special group |
| UoK/REG/54/2022-2024 | Provision of ISO trainers | Open/or attach certificate for special group |
| UoK/REG/55/2022-2024 | Provision of courier services | Open/or attach certificate for special group |
| UoK/REG/56/2022-2024 | Hire of lawnmower and power saw services with transport | Open/or attach certificate for special group |
| UoK/REG/57/2022-2024 | Supply and delivery of Sanitary ware | Special group |
| UoK/REG/58/2022-2024 | Supply and delivery of bottled drinking water | Open/or attach certificate for special group |
| UoK/REG/59/2022-2024 | Supply and delivery of office stationery | Special group |

Registration documents with detailed information can be downloaded on the website www.kabianga.ac.ke

The special groups are women, youths and persons living with disabilities who have registered with National Treasury.

Completed registration documents in plain sealed envelopes clearly marked Registration of Suppliers 2022-2024: UoK/T/003/2021-2022 indicating the category of the item and number should be addressed to:-

VICE-CHANCELLOR

UNIVERSITY OF KABIANGA

PO Box 2030-20200

KERICHO

And be placed in the tender box situated at the procurement department entrance on the Administration Block so as to reach the above address on or before **Tuesday**, **7**th **December 2021 at 11.00 a.m.**

Continuous registration will continue one month after the submission deadline.

SECTION I

INFORMATION TO CANDIDATES

1.0 INTRODUCTION

- 1.1. University of Kabianga will register and enlist prospective bidders for the supply of various goods, works and services from among those who will have submitted their registration documents, in accordance with the registration requirements to undertake the assignments described herein.
- 1.2. Prospective bidders are invited to submit a registration for the Supply of various goods, works and / or services as listed in pages 2-4.
- 1.3. Registration document and the suppliers response thereof shall be the basis for registration. Suppliers must familiarize themselves with the requirements described in this document including all attachments and take them into account while preparing the response.
- 1.4. UoK does not bind itself to assign supply of any items but shall endeavor to ensure tenders for specific goods and services will be treated equitably.
- 1.5. Applicants will be informed in writing of the results of the application, without assigning any reason for UoK's decision thereof.
- 1.6. Tenderers will meet all costs associated with preparation and submission of their applications.
- 1.7. It is UoK's policy to require that suppliers observe the highest standard of ethics during selection and execution of such contracts. In pursuance of this policy, University of Kabianga:
- a) Defines, for the purpose of this provision, the terms set forth below as follows:
- (i) "Corrupt practice" means the offering, giving, receiving or soliciting of anything of value to influence the action of an officer of the Purchaser/Employer in the registration process; and (ii) "Fraudulent practice" means a misrepresentation of facts in order to influence the pre-qualification process to the detriment of the Purchaser/Employer, and includes collusive practices among Tenderers (prior to or after submission of Tenders) designed to establish prices at artificial, non-competitive levels and to deprive the Purchaser of the benefits of free and open competition.
- b) Will reject a document for registration if it determines that a supplier has engaged in corrupt or fraudulent activities in competing for the contract in question;
- 1.8 suppliers shall furnish information as described in the registration document.
- 1.9 suppliers shall be aware of the provisions on fraud and corruption stated in the standard contract under the clauses indicated in the Data Sheet.

2.0 DOCUMENTS COMPRISING THE REQUEST FOR REGISTRATION-QUALIFICATION

Tenderers may request a clarification on the registration document up to seven (7) days before submission date. Any request for clarification must be sent in writing by mail or electronic mail to the Purchaser's/ Employers' address. The Purchaser/Employer will respond in writing by normal postal mail or electronic mail to such requests and will send copies of the response to all suppliers who intend to submit registration documents.

3.0 PREPARATION OF REGISTRATION DOCUMENTS

- 3.1 Tenderers are requested to submit document written in English language.
- 3.2 Tenderers are expected to examine the documents comprising this Request registration in detail. Material deficiencies in providing the information requested may result in rejection of a registration.
- 3.3 Tenderers are required to meet the registration criteria stipulated in Section 2. Those who do not meet the requirements need not submit registration document. Only registration document, which fulfill these requirements, will be considered for detailed evaluation.
- 3.4 The registration documents shall not include any financial proposal information other than audited accounts for the last 2 years WHERE APPLICABLE
- 3.5 Period of Validity

The request for registration must remain valid for not less than 120 days from the date of submission (date of opening the applications by UoK). UoK will make best effort to complete the evaluation and communicate within this period.

4.0 SUBMISSIONS, RECEIPT, AND OPENING OF REGISTRATION DOCUMENTS

- 4.1 The original registration Document shall be prepared in indelible ink. It shall contain no interlineations or overwriting, except as necessary to correct errors made by the applicant. Any such corrections must be initialled by the person or persons who sign(s) the registration document.
- 4.2 An authorized representative of the Applicants should initial all pages of the registration document.
- 4.3 The registration document should be prepared and submitted in 1 (one) copies in a plain sealed envelope marked: **Registration of Suppliers 2022-2024: UoK/T/003/2021-2022** indicating the category of the item and addressed to:

The Vice Chancellor,

University Of Kabianga

P.O Box 2030 - 20200.

Kericho

4.4 Deadline for Submission for those which shall be opened from the box (FOR EVALUATION PURPOSE ONLY)

The closing date for the submission of the registration document shall be Tuesday 7th December, 2021 at 11.00am and shall be sent to the above address.

Registration document shall be marked on top "DO NOT OPEN BEFORE Tuesday, 7th December 2021 at 11.00am

4.5 Late Submission

SHALL ALSO BE CONSIDERED –CONTINIOUS REGISTRATION PROCESS pursuant to section 71 of the PPADA15

4.6 Opening and Evaluation

- 4.6.1 A committee of officials shall open the Applications immediately after the closing time for the registration process.
- 4.6.2 University of Kabianga will prepare a record of the registration documents opened.

5.0 REGISTRATION EVALUATION CRITERIA

- (a) Mandatory Requirements for registration
- i. A copy of Certificate of Registration/Incorporation.
- ii. Tax compliance certificate.
- iii. Duly Completed Confidential Business Questionnaire.
- iv. Evidence of physical address and premises by copy of county permit/city council permit or tittle deed among others
- NB: Attach all the above documents as evidence
- (b) General Requirements
- 5.1 UoK will examine the tenders to determine completeness, general orderliness and sufficiency in responsiveness.
- 5.2 Registration will be based on meeting the following minimum criteria regarding the Applicant's legal status, general and particular experience, personnel and financial position as demonstrated by the responses in the attached forms.
- 5.3 The applicants should have registered offices and UoK reserves the discretion of visiting physical premises from which the applicant conducts business if so desired to confirm existence and capability to deliver the said goods/services.
- 5.4 Applicants who qualify according to the selection criteria will be invited to submit their quotations for the supply of goods/services as and when required for 2 years.
- (c) Additional Requirements

- i. Agents shall provide copies of Letters of appointment by the manufacturers to be dealers.
- ii. Attach catalogues and brochures for the items you wish to supply where applicable.
- iii. Kenya Bureau of Standards certifications where applicable.
- iv. Valid Registration certificate for the Youth, Women and the Disabled groups where applicable.
- v. Two years (recent) audited accounts and or 6 months current bank statements where applicable.
- vi. Registration Certificate from the National Construction Authority-NCA where applicable
- vii. Attach copies of IDs or passport of the directors and special groups should provide IDs for all their members.
- viii. Orders from leading customers in terms of value (attach copies of LPO/LSO from at least three customers). where applicable
- ix. Three letters of recommendation from your corporate clients.
- (d) Specific and additional requirements for Insurance Brokerage applicants
- i. Must be registered with the Commission of Insurance for current year and a copy of the current license be submitted.
- ii. Must have a Professional Indemnity Insurance Cover of at least Kshs. 3,000,000.00 and a copy be submitted.
- iii. Must give a list of 5 (five) reputable clients and the total clients premium in the previous year
- iv. Must submit a copy of the audited accounts for the last two years.
- v. Must be a current member of the Association of Insurance Brokers (AIB) (to be completed as appropriate.
- 5.7 Litigation

Applicants must disclose any current litigation involving the firm.

5.8 Evaluation Criteria

The points given to evaluation criteria are as per the following evaluation criteria matrix.

EVALUATION MATRIX

| | Evaluation Attribute | Evaluation Parameters | Remarks |
|----|--|--------------------------|---------|
| A. | Registration Submission Form | Mandatory | |
| B. | A copy of Certificate of Registration/Incorporation. | Mandatory | |

| С | Attach copies of IDs or passport of the directors and special groups should provide IDs for all their members | Mandatory |
|---|--|----------------------------|
| D | Tax compliance certificate. | Mandatory |
| G | Duly Completed Confidential Pre- qualification Business Questionnaire | Mandatory |
| Н | Sworn Anti-Corruption Affidavit | Mandatory |
| I | Evidence of physical address and premises (attach copies of utility bills e.g. electricity/water or lease agreement/Title). | Mandatory |
| J | Three letters of recommendation from your current corporate clients(where applicable) | |
| K | Recent two (2)years audited accounts and or six (6) months current bank statements where applicable | |
| L | Period of Operation - Over 5 Yrs ,3 to 5 Yrs ,6 months -3Yrs ,nil etc | |
| M | Orders from leading customers in terms of value (attach copies of LPO/LSO From at least three customers). Where applicable | |
| N | Number of qualified staff – Diploma & above, professional certification where applicable (attach certified Curriculum Vitae of qualified staff). Where applicable | |
| P | Other Certificates (special category) -Drugs and Poisons Board -Meat Inspection -Professional Bodies - Ministry of Public Works -Kenya Bureau of Standards/ ISO 9001:2015 -Registration Certificate from the National Construction Authority- NCA etc | |
| Q | Valid Registration certificate for the Youth, Women and The Disabled groups where applicable. | Mandatory where applicable |

PLEASE ATTACH CHECK LIST OF THE DOCUMENTS EVIDENCE SUBMITTED

5.9 CONFIDENTIALITY

Information relating to evaluation of registration Documents and recommendations concerning prequalification shall not be disclosed to the applicants until the pre-qualified firms have been advised accordingly.

SECTION 2

A. CONFIDENTIAL REGISTRATION BUSINESS QUESTIONNAIRE

You are requested to give the particulars indicated in Part 1; either Part 2(a), 2(b) or 2 (c) Whichever applies to your type of business; and Part 3 You are advised that it is a serious offence to give false information on this form.

| rait i – General | |
|---|------------------------|
| 1.1 Business Nam | |
| | |
| 1.2 Location of Business Premises | |
| | |
| Plot No. | Street/Road |
| 1.3 Postal Address | |
| Tel No Fa | ax |
| Working mobile No | Contact person |
| Email | |
| 1.4 Nature of Business | |
| 1.5 Registration Certificate No | |
| 1.6 Maximum Value of Business which you can | handle at any one time |
| Kshs | |
| Name of your Bankers | |
| Branch | |
| Part 2 (a) – Sole Proprietors | |
| 2a.1 Your Name in Full | |
| Age | |
| Nationality | |
| 2a.2 Country of Origin | |
| Note: Attach copies of IDs or passport of the dir | rectors |
| Part 2 (b) Partnership | |
| 2b.Give details of Partners as follows: | |

| Name | Nationality | Citizenship Details | Shares |
|-----------------------------|--------------------------------|---------------------|-------------|
| 1 | | | |
| 2 | | | |
| 3 | | | |
| 4 | | | |
| 5 | | | |
| | | | |
| | | | |
| 2c.1 Private or Public | | | |
| | | | |
| | | | |
| 2c.2 State the Nominal an | nd Issued Capital of Company | | |
| | | | |
| | | | |
| 2c.3 Give details of all Di | irectors as follows | | |
| | | | |
| 1 | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| Note: Attach copies of ID | s or passport of the directors | | |
| Part 3 – Eligibility Status | | | |
| • | Employee, Committee Membe | | iversity of |
| | YES give the relationship. | _ | |
| | | | |
| | | | |
| | | | |

| Board of Directors or Management of your Organization, Subsidiaries or Joint Ventures? | |
|--|---|
| YesNo | |
| 3.4 If answer in "3.3" above is YES give details. | |
| | |
| | |
| 3.5 Has your Organization, Subsidiary Joint Venture or Sub-contractor been involved in the past directly or indirectly with a firm or any of its affiliates that have been engaged by University of Kabianga to provide consulting Services for preparation of design, specifications and other doc to be used | • |
| for procurement of the goods under this invitation? | |
| YesNo | |
| 3.6 If answer in "3.5" above is YES give details. | |
| | |
| | |
| | |
| 3.7 Are you under a declaration of ineligibility for corrupt and fraudulent practices? | |
| YES No | |
| 3.8 If answer in "3.7" above is YES give details: | |
| | |
| | |
| | |
| 3.9 Have you offered or given anything of value to influence the procurement process in any organization? | |
| YesNo | |
| 3.10 If answer in ,,3.7" above is YES give details | |
| | |
| | |
| | |

3.3 Does an Employee, Committee Member, Board Member of University of Kabianga sit in the

B. REGISTRATION SUBMISSION FORM Date_ Registration No._____ To: The Vice- Chancellor, University of Kabinga P.O. Box 2030-20200 Kericho Gentlemen and/or Ladies: 1) Having examined the registration documents including Addenda nos. the receipt of which is hereby duly acknowledged, We, the undersigned, offer to supply the required goods/services in accordance with your Request for Quotations and we hereby submit our registration document. 2) Our registration is binding to us and if found acceptable we shall be pleased to be included in the list of pre-qualified firms. 3) We understand that you are not bound to accept any tender you may receive. Dated this ______ day of ______ 20 _____ [in the capacity of] [Signature] Duly authorized to sign tender for an on behalf of C. ANTI CORRUPTION AFFIDAVIT FORM REPUBLIC OF KENYA IN THE MATTER OF OATHS AND STATUTORY DECLARATION ACT CHAPTER 15 OF THE LAWS OF KENYA AND IN THE MATTER OF THE PUBLIC PROCUREMENT AND DISPOSAL ACT, NO. 3 OF 2005. in the Republic of Kenya do hereby make oath and state as follows: -1) THAT I am the....; (Chief

Executive/Managing Director/Principal Officer /Director) of

| in respect of Tender Number | | | | |
|---|--|--|--|--|
| 2) THAT the aforesaid Candidate has not been requested to pay any inducement to any member of the Board, Management, Staff and/or employees and/or agents of University of Kabianga, which is the procuring entity. | | | | |
| 3) THAT the aforesaid Candidate, its servant(s) and/or agent(s) have not been offered and will not offer any inducement to any member of the Board, Management, Staff and/or employee(s) and/or agent(s) of University of Kabianga. | | | | |
| 4) THAT the aforesaid Candidate, its servant(s) and/or agent(s) have not been debarred from any procurement process. | | | | |
| 5) THAT what is deponed to hereinabove is true to the best of my knowledge information and belief. | | | | |
| SWORN at | | | | |
| Before me } Commissioner for Oaths } | | | | |
| D. NATURE OF BUSINESS DEFINATION OF BUSINESS | | | | |
| (Indicate whether sole proprietor, Company or partnership) Specify and give descriptive details of the goods/services you wish to render | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| Indicate whether Manufacturers, Distributor, Retailer, Dealer or Agent, Contractor etc. If not a manufacturer, attach a letter of authorization for the dealership, agency etc. | | | | |
| E. DISCLOSURE ASSOCIATE COMPANIES A) | | | | |
| (E)B) | | | | |
| C)(G) D)(H) | | | | |
| | | | | |
| NUMBER OF STAFF EMPLOYED | | | | |

| (1) TECHNICAL |
|---|
| OTHER ORGANIZATIONS/COMPANIES WHERE YOU SUPPLY |
| A) |
| B) |
| C) |
| address and the range of items you supply (This may be done on a separate sheet) |
| Name(s) of Banker(s) |
| |
| (s) |
| RANGE OF PRODUCTS/SERVICES YOU SPECIALISE IN |
| |
| |
| |
| |
| HAVE YOU PREVIOUSLY BEEN SUPPLYING GOODS TO UNIVERSITY OF KABIANGA IF YES, WHICH MATERIALS |
| |
| |
| |
| |
| INDICATE THREE OF OUR LATEST ORDERS: |
| |
| |
| |
| |
| DO YOU HAVE ANY PENDING ORDERS WITH US? IF SO GIVE DETAILS |
| |
| |
| |
| |
| HAVE YOU EVER FAILED TO HONOUR OUR LPO or LSO? IF SO GIVE DETAILS |
| |

| HAVE YOU EVER BEEN BLACKLISTED BY UNIVERSITYOF KABIANGA? YESNO |
|---|
| CONFLICT OF INTEREST DISCLOSURE We/I the undersigned state that I have no conflict of interest in relation to this procurement Signed |
| M/s |
| day of |
| |
| |
| |
| |
| E. CRIMINAL OFFENCE DISCLOSURE |
| I/WE NAME OF DIRECTOR/DIRECTORS: - A) |
| For and on behalf of M/s In the capacity of Dated this day of Suppliers/Company's |
| rubber Stamp |
| F. CURRICULUM VITAE |
| (TO BE COMPLETED BY TENDERER'S PRINCIPAL OFFICER WHERE APPLICABLE) Format of Curriculum Vitae (CV) for Principal Officer and Five (5) Key Staff Position: |
| Name of Firm |
| Name of Staff: |

| Profession: | | |
|---|--|------------------|
| Date of Birth: | | |
| Years with Firm: | Nationality: | - |
| Membership in Professional Societies (if | Fany): | |
| Detailed Tasks Assigned: | | |
| Key Qualifications: | | |
| assignment. Describe degree of responsible assignments and give dates and locations | rience and training most pertinent to tasks bility held by staff member on relevant press. } | |
| | | |
| dates attended and degrees/diplomas obta | ialized education of staff member, giving nained} | ames of Schools, |
| | | |
| | | |
| List all positions held by staff members s | esent position, list in reverse order every er since graduation, giving dates, names of en cation of assignments. For experience in la ient references, where appropriate.} | nploying |
| | | |
| | | |
| | | |
| Languages: {Indicate proficiency in speagood, fair, or poor.} | aking, reading and writing of each language | e: excellent, |
| | | |

the firm)