#### **Professional personnel**

- number of professionals on staff: what function do they play
- educational levels
- special capabilities
- previous experience (if relevant)

### **Technical Skills and Capabilities**

- R&D activities (if any)
- nature of R&D facilities (if any)
- patents, unique processes or other forms of intellectual property
- linkages to other sources of R&D, institutions, etc.

### **Human Resources and Management**

### Characteristics of management

- number
- functions and positions
- educational levels
- previous experience (if relevant)

# Characteristics of employees

- number
- skills
- educational levels

# **Employee policies**

- compensation programs
- hiring strategies
- attitudes to labour relations

#### **Financial Position**

- gross annual revenues
- annual profits
- capital assets
- profitability
- sources of capital (internal; debt, and equity)
- outstanding financial commitments (debt, equity, leases, other)

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