



**Annex 8a pertaining to Section
3.20a, first paragraph, Aliens
Regulations 2000**

Personal experience criterium (minimum score 30 point)				
Criterion	Total points A		Evidence	Remark
Education (max. 35 points)	PhD (Doctor) Master (MSc, MA) Bachelor Intermediate Vocational Education	35 30 20 10	* Copy of diploma requested. * Foreign diplomas must be assessed by the "Instituut voor Diploma Waardering" (IDW).	If no direct relation between education and necessary knowledge for the enterprise: max. 5 points less.
Entrepreneurship experience (max. 35 points)	0-35 points (up to 35 inclusive) Less/no points: * experience is not relevant for the enterprise * marginal involvement in the enterprise * experience < 1 year More/max. points: * Active founder/owner enterprise * member of the board of directors * > 10 employees * > 5 years of experience		* Written evidence necessary (e.g. annual accounts, proof of function within the enterprise etc.).	High scores for this aspect could compensate low scores for other criteria. Evidence has to be solid and beyond all doubt. Active involvement: not limited to shareholding or financing.
Work experience (max. 10 points)	Bachelor/Master/PhD 1-<2 years 2-<5 years ≥ 5 years Senior level 1-<2 years 2-<5 years ≥ 5 years Specialist 1-<2 years 2-<5 years ≥ 5 years	1 5 10 1 5 10 1 5 10	Written references of former employers necessary.	Evidence has to be solid and function level has to be beyond all doubt.
Income (max. 10 points)	Gross income 12 months prior to application < € 12.000 € 12.000- <€ 25.000 € 25.000- < € 45.000 ≥ € 45.000	0 5 7 10	Possible evidence: * (salary) tax assessments * Annual accounts * Annual salary statement	Only salaries related to activities mentioned in applicants' C.V.; amounts are related to Dutch situation; international comparison is necessary.
Experience with the Netherlands (max. 10 points)	Entrepreneurship: * Dutch trade partners or customers Culture: * Knowledge of Dutch language NT2 level 4 (or higher) Education/experience: * Education followed in the Netherlands (min. Intermediate Vocational level 4) or PhD at Dutch University * Work experience as knowledge worker (min. Intermed. Vocational level 4)	0-4 0-2 0-4	Written evidence is necessary.	Evidence has to be solid and beyond all doubt; NT2 level 4 or more / European frame of reference: level B2 or more. No points in case of visit to relatives, integration course or holiday in The Netherlands.
Start-up entrepreneur, in possession of: a. a residence permit for work as an innovative start up; b. a declaration issued by the expert facilitator who has supervised the 'start up' entrepreneur for at least three months, stating that the counseling reached a successful conclusion. (max. 30 points)		30	Written declaration according to the format provided by the Netherlands Enterprise Agency (RVO).	



B. Business plan (minimum score 30 points)				
Criterion	Total points B		Evidence	Remark
Potential market (max. 25 points)	Products/service * features * applications * demand for * unique selling points Market analysis * market survey * potential customers * competition * market barriers * risks * marketing/promotion Price Clear pricing based on integral cost calculation	0-10 0-10 0-5	Potential market: For all aspects: as much written evidence as possible (patents references etc.). Sources referred to, have to be generally accepted and/or reputable. Calculation	Potential market: It has to be made credible that a structural position on the market is possible and that the product/service can be sold/distributed at the desired price level with revenues/advantages for the Dutch economy.
Organization (max. 25 points)	0-25 points (up to and incl. 25 pts) * Analysis of relevance of proposed structure, competences, knowledge and skills for product and service * Possible extra points for cross-sectoral and multidisciplinary organisation	0-10 0-15	As much written evidence as possible.	The more written evidence, the more possible points.
Financing (max. 50 points)	Solvency ratio (equity/balance total) Balance total < € 5.000 Even at solvency ratio of 100% Balance total € 5.000 -< € 25.000 solvency ratio < 20% 20% -< 35% 35% -< 50% ≥ 50% Balance total € 25.000 -< € 50.000 solvency ratio < 20% 20% -< 35% 35% -< 50% ≥ 50% Balance total > € 50.000 solvency ratio < 20% 20% -< 35% 35% -< 50% ≥ 50% Turnover < € 35.000 € 35.000-< €100.000 €100.000 -< €250.000 €250.000 -< €500.000 ≥ € 500.000 Liquidity forecast (positive expectation in): the first year the first 2 years the first 3 years	0 0 1 3 5 0 4 9 13 0 9 16 20 0 5 10 15 20 5 8 10	For all aspects: As much written evidence as possible; documents have to be approved by an independent expert (e.g. financing aspects could be approved by a Dutch bank).	Financing: - Forecasts for the next three years. - Point of attention is the reality of the underlying premises. - Revenues for the Dutch economy have to be made credible. - If already active in The Netherlands: provision of annual accounts, tax declaration and tax decisions (value added tax as well as income tax). NB: In case of financing by a Dutch bank, the applicant will score 50 points at this criterium.
Start-up entrepreneur, in possession of: a. a residence permit for work as an innovative start up; b. a declaration issued by the expert facilitator who has supervised the 'start up' entrepreneur for at least three months, stating that the counseling reached a successful conclusion. (max. 30 points)		30	Written declaration according to the format provided by the Netherlands Enterprise Agency (RVO).	



C. Added value for the Netherlands (minimum score 30 points)				
Criterion	Total points C		Evidence	Remark
Innovation (max. 20 points)	0-20 points (up to and incl. 20 pts.) * is product/service new for the Dutch market? * new technology in production, distribution or marketing? * innovative organisational aspects and methods of working?		As much written evidence as possible.	Written evidence means higher chance of getting points than without evidence.
Job creation (max. 40 points)	Number of fte (excl. applicant): 0,5 -< 2 fte 2 -< 5 fte 5 -< 10 fte ≥ 10 fte High level fte (> € 45.000): 1 -< 3 fte 3 -< 6 fte ≥6 fte	10 20 30 40 20 30 40	Business plan has to make clear the number and characteristics of newly created jobs; concerning this, the reality of the business plan plays an important role.	New jobs and employment have to be realized within 1.5 years. Employment of self-employed people or/freelancers is not considered as job creation.
Investments (max. 40 points)	Fixed and intangible assets: € 0 -< 5.000 € 5.000 -< 50.000 € 50.000 -< 100.000 € 100.000 -< 500.000 ≥ € 500.000	0 10 20 30 40	Business plan has to make clear the amount and characteristics of investments; concerning this, the reality of the business plan plays an important role.	Investments which have to be realised within 1 year.
Highly educated person with a thorough business plan	If criterium A (personal experience) and B (business plan) together have a score of at least 90 points and separately have a score of 45 points each and criterium C (added value) does not score 30 points, then criterium C (added value) will be fixed at 30 points. In that case the applicant will get a positive advice.	30		
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