



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

<b>Personal experience criterium (minimum score 30 point)</b>				
<b>Criterion</b>	<b>Total points A</b>		<b>Evidence</b>	<b>Remark</b>
Education (max.. 35 points)	PhD (Doctor) Master (MSc, MBA, 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 (f.L 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. Intermed. 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 model 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 rather than without evidence.
Creation of labor (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 new created jobs; concerning this, the reality of the business plan plays an important role.	New jobs and employment of new persons have to be realized within 1.5 years. Employment of self-employed people or/freelancers is no creation of labour.
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 realized within 1 year.
High educated person with a thorough business plan	If the situation mentioned below occurs, criterium C (added value) will be fixed at 30 points. In that case the applicant will get a positive advice: <i>Criterion A (personal experience) and B (business plan) together have a score of at least 90 points <b>and</b> separately have a score of 45 points each <b>and</b> criterium C (added value) does not score 30 points</i>	30		
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 model provided by the Netherlands Enterprise Agency (RVO)	