INSTRUCTIONS:

- 1. All questions/items on the Financial Prequalification Questionnaire (FPQ) must be completed accurately, thoroughly, and completely. There cannot be any blank spaces or skipped questions.
- 2. The FPQ includes links to various schedules, reconciliations, worksheets, summaries, and calculations that must be completed and attached in Excel format into the FPQ. For instructions on attaching documents using Adobe, see below.
- 3. Sections B.3, D.1, I.1.2, and K.5 of the FPQ require the company to submit process descriptions. Please refer to Attachment A of the instructions for guidance when completing the process descriptions. If you run out of room on the FPQ, please continue on an additional sheet and insert the document into the FPQ. Once inserted, the document must be bookmarked. For instructions on inserting and bookmarking documents using Adobe, see below.
- 4. The black bookmarked items on the left, if clicked on, will take you directly to each portion of the questionnaire.
- 5. The red bookmarked items on the left, identify all required document to be inserted into the FPQ.
- 6. The blue bookmarked items on the left, identify all required documents to be attached into the FPQ in Excel format.
- 7. If your firm does not possess the information, as requested in the FPQ, you must insert a sheet labeled 'Not Applicable', and the reason(s) why the items/documents/calculations are not applicable to your company. Once inserted, the document must be bookmarked.
- 8. Please note that the company's primary contact for accounting related questions, or other company employees as deemed necessary by MDOT's Office of Commission Audits, might be contacted to obtain clarification, access to electronic versions of original documentation or other information pertaining to the FPQ.
- 9. Please submit all information electronically to MDOT e-Proposal.

NOTE: All references in the Financial Prequalification Questionnaire to AASHTO Guide pertain to the 2016 Edition of the AASHTO Uniform Audit & Accounting Guide.

Contacts:

Financial Related Questions/Concerns:

The Office of Commission Audits - (517) 335-5920

Technical Questions/Concerns:

Contract Services Division
Courtney Causie - (517) 290-9421

Resources:

Adobe Acrobat Technical Support: https://helpx.adobe.com/acrobat.html

MDOT Technical Support: MDOT-ServicePregual@Michigan.gov

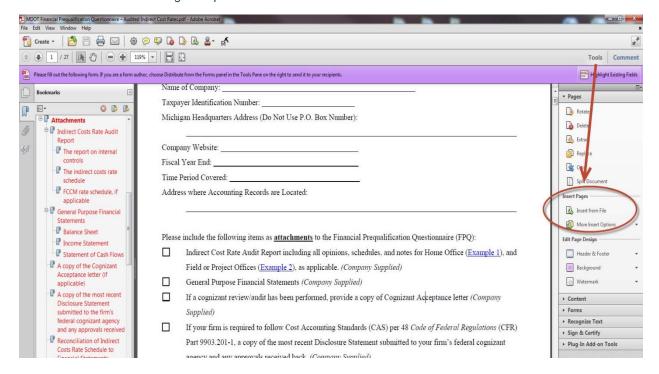
How to insert additional PDF pages into the Financial Prequalification Questionnaire (FPQ):

1. Open the FPQ in which you want to insert the new pages; make sure that all your changes are saved.

If you're not sure if the changes have been saved, choose File --> Save.

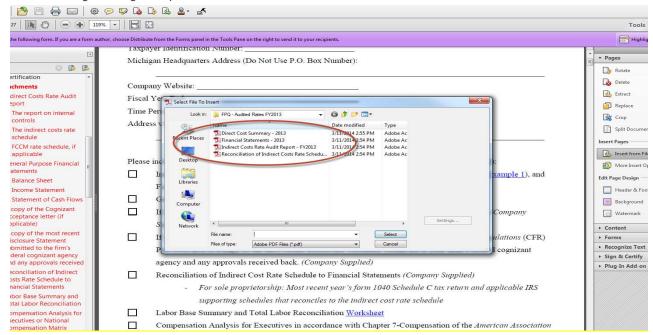
2. Choose 'Insert from File' on the Tools Pages palette.

The Select File to Insert dialog box opens.



3. Open the folder and select the file icon of the PDF document with the pages you want to insert, and then click the Select button.

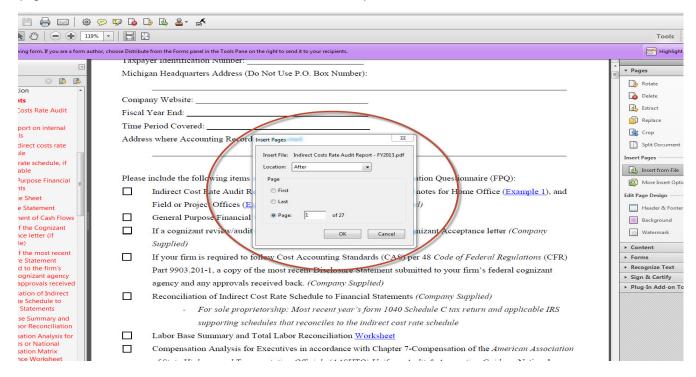
The Insert Pages dialog box ope



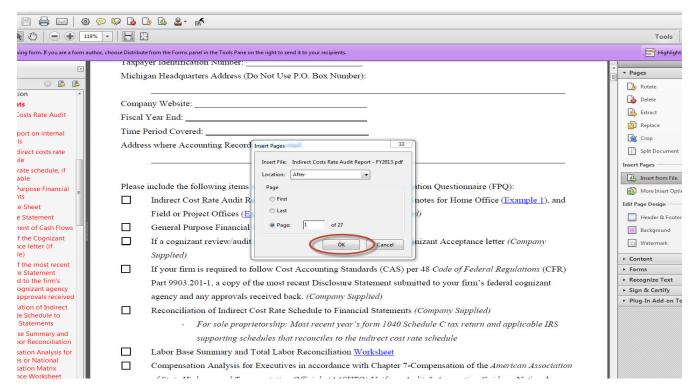
4. In the Page area, click one of the following radio buttons:

- First: Inserts the pages at the beginning of the PDF document, either before or after the first page.
- Last: Inserts the pages at the end of the file, either before or after the last page.
- Page: Inserts the pages either before or after the page number designated in the associated text box.

By default, Acrobat inserts the pages after the page you specify in the Page portion of the Insert Pages dialog box. To have the pages inserted in front instead, select Before on the Location drop-down list.



5. Click the OK button to have Acrobat insert the pages from the selected file.

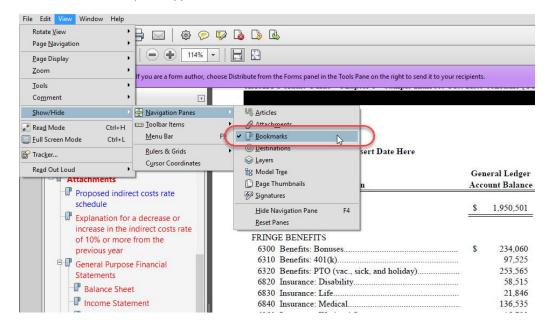


How to bookmark an inserted document in the Financial Prequalification Questionnaire (FPQ):

By navigating to a page, and to a specific view on a page, you can establish the destination of a bookmark link. With a PDF document open, follow these steps:

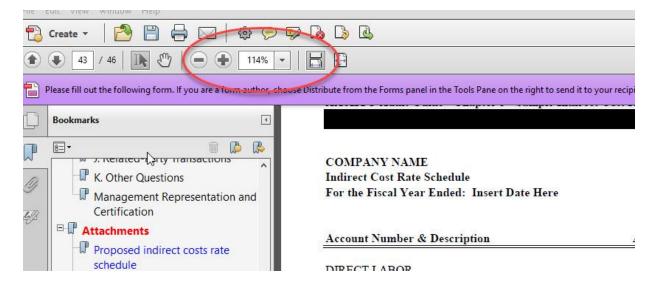
1. If the Bookmark icon isn't visible, choose View→Show/Hide→Navigation pane→Bookmarks

The Bookmarks panel appears on the left of the Document window.

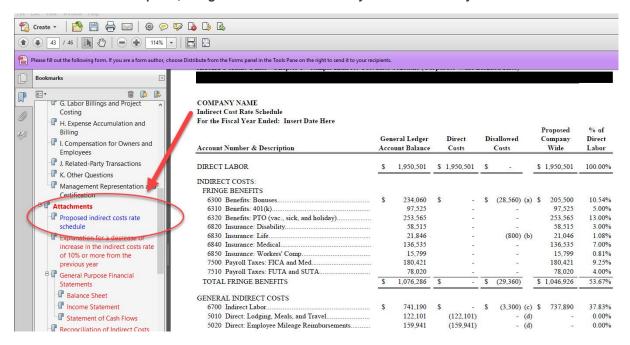


2. Set the magnification of the view that you want by using the Marquee Zoom tool to either zoom in or zoom out.

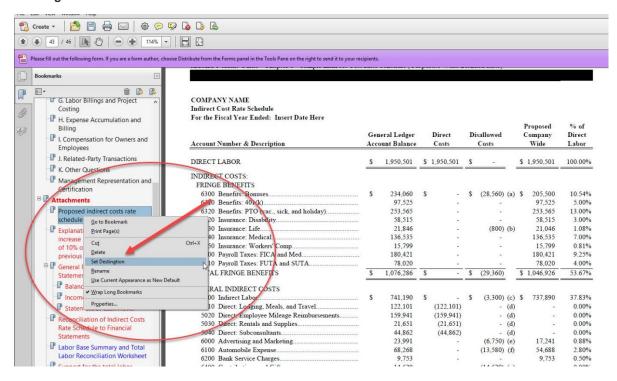
The zoom level that you're at when you create the bookmark is the view that viewers see when they click the bookmark.



3. In the Bookmarks panel, navigate to the bookmark that you want to set as your destination.



Right click the bookmark and choose 'Set Destination'.



5. Test your bookmark by scrolling to another page and viewing it in the Document window; then click your saved bookmark in the Bookmark panel.

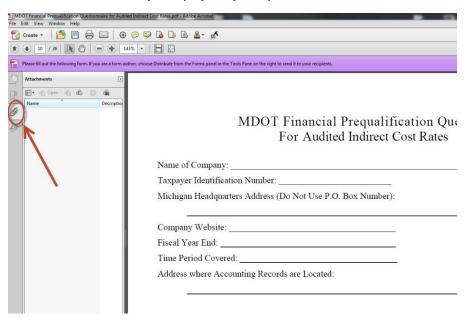
The Document window shows the exact location and zoom that you selected when you created the bookmark.

How to attach Excel Spreadsheets to the Financial Prequalification Questionnaire (FPQ):

1. Open the FPQ in which you want to attach the spreadsheet; make sure that all your changes are saved.

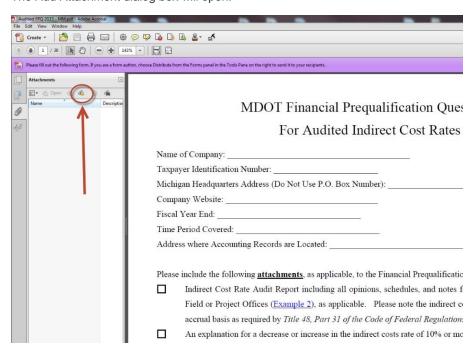
If you're not sure if the changes have been saved, choose File \rightarrow Save/Save As \rightarrow In the File Name List, type or select a name for the file \rightarrow In the Save as Type list, click PDF.

- 2. Before attaching documents, be sure all changes to the Excel spreadsheet(s) are saved prior to opening the FPQ.
- 3. Locate the Attachments panel (Paperclip Icon)

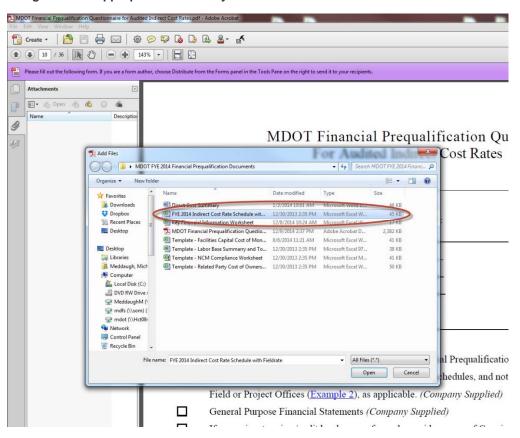


4. In the Attachments Panel, select the "Add a New Attachment" icon.

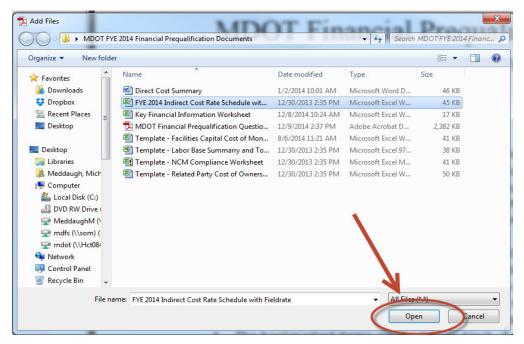
The Add Attachment dialog box will open.



5. Navigate to the appropriate Excel file you want to attach.



6. Double click on a the selected file or select "Open" to complete the process.



7. Verify the appropriate document has been attached.

MD MD	OT Financial Prequalification Questionnaire for Audited Indi	rect Cost Rates.pdf - Adobe Acrobat	
File 8	7570 ANTO CONTROL ANTONIO		
13		□ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □	
•	10 / 36 10 0 143%		
•	Please fill out the following form. If you are a form author, cl	noose Distribute from the Forms panel in the Tools Pane on the right to send it to your recipients.	
	Attachments		
	De Open to to the		
(n	Name Description E) FYE 2014 Indirect Cost Rate Sch		
1		MDOT Financial Prequalification	n O116
62		For Audited Indirect Cost R	
	A	For Audited Indirect Cost R	ates
		Name of Company:	
		Taxpayer Identification Number:	
		Michigan Headquarters Address (Do Not Use P.O. Box Number):	
	1		
		Company Website:	
		Fiscal Year End:	
		Time Period Covered:	

ATTACHMENT A

GUIDANCE FOR DEVELOPING PROCESS DESCRIPTIONS

Generally, a properly designed accounting system consists of several accounting processes that collectively achieve the following:

- Proper segregation of costs.
- Identification and accumulation of direct costs by cost objective/contract.
- A logical consistent method for allocating indirect costs.
- Accumulation of costs in various subaccounts under general ledger control.
- Interim (e.g. monthly) determination of costs charged to a contract through routine posting to books of account.
- Exclusion of costs that are not allowable pursuant to the *Federal Acquisition Regulation*, Part 31 (a.k.a. *FAR* Part 31) or other contract provisions, from costs charged to government contracts.
- Identification of costs by appropriate business units, if required by the contract.

For the purpose of the Michigan Department of Transportation (MDOT) financial prequalification questionnaire, a properly documented accounting process includes, but is not limited to, the following attributes:

- A description of the process from initiation to reporting. For example, the process description for Direct Labor might start with an employee filling out a timesheet, include manager review, cost system recording, payroll functions, and end with an invoice. The process description should specifically include:
 - An identification of the risks of serious noncompliance associated with each process. For example, pertaining to Direct Labor, risks include, but are not limited to, a) wrong job number, b) inaccurate hourly rate, c) inaccurate number of hours worked, etc.
 - A description of the key/critical control procedures that reduce or eliminate the potential risks of serious noncompliance. For example, when preparing your invoices, describe a) the steps you take to ensure that the right job number is used, b) describe the steps you take to ensure that the accurate hourly rate is used, and c) describe the steps you take to ensure the accuracy of the number of hours charged.
 - o A description of the steps that management takes to ensure that the controls described in the prior paragraph are actually working. Include a description of the documentation that is maintained to show management's efforts.

General Considerations:

It might be beneficial to consider the following risks when documenting the processes requested by MDOT throughout the Financial Prequalification Questionnaires.

1. <u>Billing Process (including labor charging)</u>

The largest single cost element for companies is normally labor. Tracking time, converting time charged to labor costs, and accounting for these costs are, therefore, major areas of concern to MDOT.

a. Example Risks:

- (1) Misstatement of payroll hours
- (2) Inappropriately allocating between direct labor and indirect labor
- (3) Misclassification of employees (e.g. reporting employees at an incorrect classification)
- (4) Charging to the incorrect job
- (5) Billing incorrect wage and salary rates

2. Direct & Indirect Costs

Correctly recording direct and indirect costs is another major concern for MDOT.

a. Example Risks:

- (1) Misallocating a direct cost as an indirect cost
- (2) Inappropriately and/or inaccurately allocating a direct cost to more than one project
- (3) Allocating indirect costs to final cost objectives that is inconsistent with stated company practices
- (4) Using adjusting journal entries to inappropriately reclassify indirect costs to direct costs.

3. Recording Allowable/Unallowable Costs

Unallowable costs and related directly associated costs need to be identified and excluded from billings, claims, or proposals for MDOT contracts. However, unallowable costs must participate in indirect cost allocations as if the unallowable costs were allowable; meaning, for example, the unallowable direct labor costs must remain in the direct labor base for the purpose of calculating an indirect cost rate. That is, all activities that benefit from the indirect cost, including unallowable activities, must receive an appropriate allocation of indirect costs.

Example Risks:

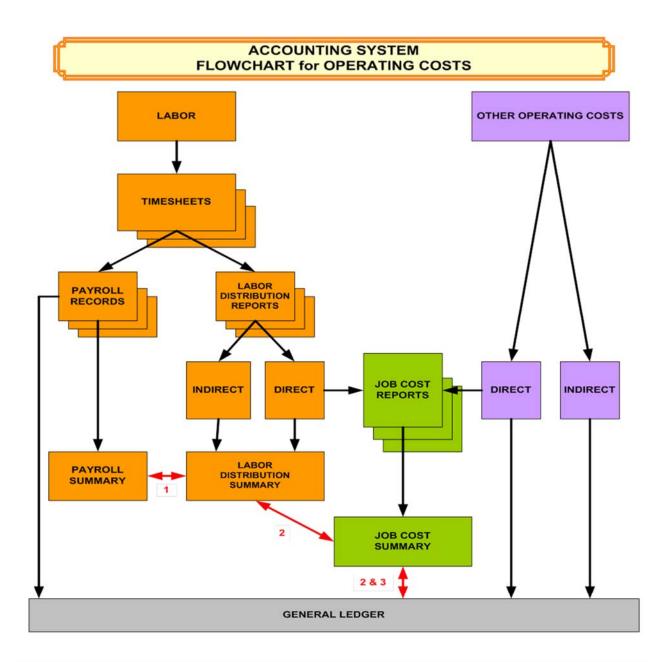
- (1) Billing unallowable costs
- (2) Including unallowable costs in indirect cost rate calculations
- (3) Including costs in direct billings and indirect cost rate calculations that are directly associated unallowable costs
- (4) Failure to allocate indirect costs to unallowable direct costs

The list below identifies costs that are generally ineligible for cost reimbursement on government contracts (either as direct or indirect costs). The list is not all-inclusive, but identifies many types of costs commonly incurred by companies.

<u>Listing of Common Unallowable Costs With FAR Reference:</u>

- 31.205-1 Advertising
- 31.205-1(f)(2) Trade Show Expenses
- 31.205-1(f)(2) Trade Show Labor
- 31.205-1(f)(5) Brochures and Other Promotional Material
- 31.205-1(d)(2) Souvenirs/Imprinted Clothing Provided to Public
- 31.205-1(f)(7) Membership in Civic and Community Organizations
- 31.205-3 Bad Debts
- 31.205-3 Collection Costs
- 31.205-6(m)(2) Personal Use of Company Vehicles
- 31.205-8 and 31.205-1(e)(3) Contributions or Donations
- 31.205-13(b) Employee Gifts and Recreation
- 31.205-14 Membership in Social, Dining, and Country Clubs
- 31.205-14 Social Activities
- 31.205-15(a) Fines, Penalties, and Mischarging Costs Related to Violation of Laws
- 31.205-19(e)(2)(v) Life Insurance on Key Employees
- 31.205-19 Costs to Correct Defects in Materials and Workmanship
- 31.205-20 Interest Expense
- 31.205-22 Lobbying and Political Activity Costs.
- 31.205-27 Organization/Reorganization Legal Fees
- 31.205-27 Organization/Reorganization Accounting Fees
- 31.205-27 Organization/Reorganization Incorporation Fees
- 31.205-27 Organization/Reorganization Labor
- 31.205-27 Capital Raising (Equity or Long-Term Debt) Legal Fees
- 31.205-27 Capital Raising (Equity or Long-Term Debt) Accounting Fees
- 31.205-27 Capital Raising (Equity or Long-Term Debt) Lender Fees
- 31.205-30(c) Patent Costs
- 31.205-33(e) Retainer Agreements (unless properly supported)
- 31.205-35 Relocation Costs (in certain circumstances)
- 31.205-46 Travel Costs in Excess of FTR Rates
- 31.205-49 Goodwill
- 31.205-51 Alcoholic Beverages

The following flowchart reflects the essentials of an accounting system for operating costs. Thorough and complete process descriptions, discussed above, will allow MDOT to assess the propriety and/or the effectiveness of the design of the consultant's internal control.



ESSENTIAL!! RECONCILIATION PROCEDURES:

- 1. Labor Distribution Summary Total equals Payroll Summary Total for labor
- Direct labor on Labor Distribution Summary Report equals labor on Job Cost Summary Report which equals direct labor in General Ledger
 Expenses on Job Cost Summary equals direct expense balances in the General Ledger

Name	e of Company:	
	ayer Identification Number:	
Mich	igan Headquarters Address (Do Not Use P.O. Box 1	Number):
Comp	pany Website:	
	l Year End:	
	Period Covered:	
	ess where Accounting Records are Located:	
		ndirect Cost Rate(s): ro-decimal percentage, e.g., 123.45%)
	Indirect Cost Rate	Rate Type: (Home office, field office, other, etc.)
	(Please limit all rates to a to	al Cost of Money (FCCM) Rate(s): wo-decimal percentage, e.g., 0.39%)
	FCCM Rate	Rate Type: (Home Office, Field Office, Other, etc.)
Pleas	e include the following attachments , as applicable	to the Financial Prequalification Questionnaire (FPQ):
) Calculated on the accrual basis as required by Title 48, Part 31
	of the Code of Federal Regulations.	, Carculated on the accraal basis as required by Time 10, 1 art 31
	·	indirect costs rate of 10% or more from the previous year.
	General Purpose Financial Statements (Company	* *
	Reconciliation of Indirect Cost Rate Schedule to	
		ent year's form 1040 Schedule C tax return and applicable IRS
	supporting schedules that reconciles	s to the thatrect cost rate scheaute

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Labor Base Summary and Total Labor Reconciliation Worksheet
Support for the total labor amount on the Labor Base Summary and Total Labor Reconciliation. The support needs
to include either Forms 941 or Form W3. Also provide support for amount included on the applicable forms (941
or W3). Examples of support for forms 941 or W3 include, but not limited to, accounting entries, banking
documents, payroll report, etc.
Year-end reconciliation of the job-cost-ledger to the general-ledger systems if the systems are not integrated
(Company Supplied)
Year-end reconciliation of the labor distribution to the total payroll amount included in the financial
statements, the indirect cost rate schedule, and the tax documents (941 or W3) (Company Supplied)
Compensation Analysis for Executives in accordance with Chapter 7-Compensation of the American Association
of State Highway and Transportation Officials (AASHTO) Uniform Audit & Accounting Guide or National
Compensation Matrix Compliance Worksheet (Company Supplied or Worksheet).
Note: The National Compensation Matrix is updated by AASHTO every year. The most current version
of the matrix can be found on AASHTO's website (transportation.org/audit).
Direct Cost Summary Worksheet
Related Party Cost of Ownership Calculation Worksheet, if applicable (AASHTO Guide Section 8.23.B & Federal
Acquisition Regulations (FAR) 31-205-36(b)(3))
Facilities Capital Cost of Money Calculation Worksheet, if proposed (FAR 31.205-10)
Current chart of accounts and crosswalk that demonstrates how costs are "rolled up" into the amounts included in
the financial statements and the indirect costs rates schedule (Company Supplied)
Sample of current completed timesheet (Company Supplied)
Sample of current project cost report from the cost accounting system (Company Supplied)
The company's bonus policy (Company Supplied)
If multiple rates are proposed, an explanation of when each rate will be utilized and methodology for allocating
costs between home, field, and/or other indirect cost pools. (Company Supplied)
If vehicle expenses are billed directly, a copy of an actual mileage log sheet for a vehicle with typical
travel for firm business. (Company Supplied)
Other written policies, as requested throughout this FPQ (Company Supplied)
Support for labor rates of individuals that are, or might be, assigned to MDOT projects. This support must include
a listing of the employees by name, job title/classification, and actual current pay rate and a company officer must
certify the labor rates (Company Supplied)
Complete the Average Wage Rate Worksheet.

Please	e identify the company's primary contact(s) for accounting questions:
	Name:
	Title:
	Number of Years in this Capacity:
	Number of Years with this Company:
	Phone Number:
	E-mail Address:
	Mailing Address (if different than headquarters address previously listed):
	Please attach additional page(s) if there is more than one primary contact for accounting questions.
Please	e identify the individual(s) who completed the FPQ:
	Name:
	Title:
	Phone Number:
	E-mail Address:
	Please attach additional page(s) if there is more than one person completed the FPO.

A. Background Information

	ompany formed?	
A.2. Business Form. What form of busin	ness entity is the company?	
Sole Proprietorship Pa	rtnership	Limited Liability Company
S Corporation	Other:	
A.3. Parent/Subsidiary. Is the company	a subsidiary of any other comp	pany or part of a controlled group?
☐ Yes ☐ No		
If yes, please explain:		
A.4. Common Ownership. Does the cor	npany own or control any other	r company or legal entity (e.g., trust or foundation
through common ownership? (AASH	TO Guide Section 8.23.B)	
☐ Yes ☐ No		
If yes, please explain:		
4.5 Ownership Please identify the stoc	kholders nartners or other own	ners with greater than five percent ownership of
company and their respective percen		
company and then respective percent	tages of ownership. Identity an	company officers metading titles.
	Table 1: Company Ownership	n
	Table 1: Company Ownership	<u> </u>
Name	Table 1: Company Ownership Title	Ownership Percentage
		Ownership Percentage

1. Number:					
2. Locations:					
A.8. Number of Employees.					
1. How many employees (includi	ng manager	s and principals)	does the com	pany currently	employ globally?
a. Full time: b	o. Part time:				
2. Has this number changed since	the last fisc	eal year?			
☐ Yes ☐ No		•			
If yes, please explain:					
A.9. Revenue Sources. 1. For the most recent fiscal year, a. State government: b. Federal government: 2. Please specify all revenues ear	%% ned as either	c. Local gove	ernment: al/private: ant or subcon	% %	ed from the following?
	·	e Consultant		consultant	Total
Revenues from MDOT Projects					
Revenues from Other Customers					
Total Company Gross Revenue					
	GAAP N	Net Company Re	evenues		
	As a Prim	e Consultant	As a Sub	consultant	Total
*Net Revenues from MDOT Projects					
Net Revenues from Other Customers					
Total Company Net Revenue					

NOTE: Consultants with Net MDOT revenue of \$500,000 or greater, calculated from the consultant's previous fiscal year, must submit a FAR compliant Overhead Rate Audit completed by an independent CPA. The FPQ for Audited Indirect Cost Rates must be completed and submitted to MDOT no later than six (6) months following the consultant's fiscal year end.

*Net MDOT revenue is defined as all monies paid directly or indirectly to a consultant by MDOT, for the consultant's fiscal year, for any work performed for MDOT as both a prime consultant and as a subconsultant, minus any monies paid by the consultant to its subconsultant(s) for MDOT work performed during the consultant's fiscal year.

A.10. Contract Mix.

a. Lump sum:	%	b. Cost plus (time	and materials): _	%	
c. Cost plus fixed fee:	%	d. Other:	⁄ ₀		
If other, please explain:					
What percentage of the cor	npany's n	on-MDOT revenue w	as generated from	the following con	tract payment
a. Lump sum:	%	b. Cost plus (time	and materials): _	%	
a. Lump sum: c. Cost plus fixed fee:	%	d. Other:	/ ₀		
If other, please explain:					
Countries/States the Comp	any is Ci	urrently Doing Rusin	ess In How man	y countries and st	ates is the cor
rrently doing business in?	any is C	Trentry Doing Dusin	110 W IIIdii	y countries and sa	ates is the cor
1. Countries: 2.	States:				
Please provide a list of the					
	Countiles	and states.			

B. Accounting: General Background

B.1. Fiscal Year End. Has the company used the same fiscal year end for the past two years?
□Yes □ No
If no, please explain:
B.2. Accounting Method/Basis.
1. What basis of accounting does the company use to prepare general purpose financial statements?
Cash Accrual Hybrid
If hybrid, please explain:
2. Was the company's indirect cost rate schedule prepared on the accrual basis?
☐ Yes ☐ No
If the indirect cost rate schedule was not prepared on the accrual basis, please provide an explanation of how the rate is in compliance with FAR part 31.201-2(a)(3). Please note that the FAR does not allow a rate that was
calculated on a cash or income-tax basis.

B.3. Accounting Processes. Please insert written descriptions of accounting processes that address the following topics.

(Please see Attachment A of the instructions for guidance when completing the process descriptions.)

- 1. Accounting System
- 2. Billing (including labor charging)
- 3. Recording time Worked/Timesheet Preparation
- 4. Recording and Tracking Indirect Time (leave holiday, etc.)
- 5. Recording Overtime
- 6. Compliance with FAR Part 31^(†) and applicable Cost Accounting Standards
- 7. Recording Direct and Indirect Costs
- 8. Overhead/Indirect Cost Rate Development
- 9. Developing Billing Rates; including In-House Billing Rates (such as daily usage rates) and Certified Labor Rates. This process should include an explanation of how the company ensures direct costs billed through such rates (in-house billing rates, daily usage rates, etc.) are not included in the indirect cost rate.
- 10. Recording Allowable/Unallowable Costs
- 11. Policy and procedures for vehicle costs including procedures for accounting for vehicle costs and policy for vehicle mileage reimbursements.

(†) FAR Part 31 is codified at Title 48 of the CFR Part 31, which is available at: https://www.acquisition.gov/far/part-31

B.4. Preparing the Indirect Cost Schedule.

1. How frequently does the company prepare an indirect cost rate schedule to determine costs eligible for
reimbursement per FAR Part 31?
Annually Other
If other, please explain:
2. Was the most recent indirect cost rate schedule prepared by the company or by another entity (e.g., CPA firm)
☐ Internal staff ☐ External party
If external Party, please explain:
3. Period covered by most recent indirect cost schedule:
One-year period ended
Other (please explain):
B.5. Fraud, Abuse, and Contract Violations. Is the company's management aware of any instances of fraud, illegal act
abuse, or violations of contracts provisions or grant agreements?
☐ Yes ☐ No
If yes, please explain:
B.6. Knowledge of FAR Part 31. Are appropriate personnel within the company familiar with FAR Part 31?
Yes. Please identify the personnel names and titles:
☐ No. If no, please explain:

B.7. Audits/Examinations. Within the past three years, has a CPA or governmental agency performed an independent
audit, review, attestation, or compilation of the company's financial data or any phase of operations?
Yes. If yes, please complete the following (if applicable).
a. <u>Financial Statements</u> : Audit Review Compilation
Attestation Other (please explain):
Name of CPA or Agency:
Primary Contact:
Fiscal Year End Covered:
b. Indirect Cost Rate: Audit Review Compilation
☐ Attestation ☐ Other (please explain):
Was the indirect cost rate calculated in accordance with FAR Part 31?
Name of CPA or Agency:
Primary Contact:
Fiscal Year End Covered:
c. Project Audits: Audit Review Compilation Attestation
Other (please explain):
Name of CPA or Agency:
Primary Contact:
Fiscal Year End Covered:

C. Accounting System(s)

C.1. Accounting Software. 1. What type of accounting software does the company use? Internally-Developed System Please explain: Name of vendor: Commercial System Hybrid System Please explain: 2. Please describe any significant manual processes used outside of the automated accounting system to record transactions: 3. Was the accounting system updated within the last year? Yes ☐ No If yes, please describe the accounting updates: **C.2. Job Costing.** Does the company have a job-cost accounting system? Yes □ No If no, please explain what type of system is used to determine project costs: C.3. Integration. 1. Does the accounting general ledger interface with the job-cost ledger? ☐ Yes N/A (no job-cost ledger used) No 2. Are billings prepared from, or reconciled to, reports generated from the company's job-cost system? Yes. If yes, please explain: No. If no, please explain: 3. Please describe any manual processes that occur outside of the automated accounting system to prepare billing packages:

sactions?				
		<u>Yes</u>	<u>No</u>	If no, please explain:
1. General ledger				
2. Cash disbursements/	accounts payable journal			
3. Cash receipts/accoun	nts receivable journal			
4. Job/Project-cost ledg	ger			
5. Labor distribution re	ports			
6. Employee expense r	eports			-
7. Payroll registers				
-	nses. Does the general ledger contain sep	arate di	rect and	indirect accounts for the for
		arate di	rect and	indirect accounts for the for
-	☐ Yes ☐ No	arate di	rect and	indirect accounts for the for
-		arate di	rect and	indirect accounts for the for
-	☐ Yes ☐ No	arate di	rect and	indirect accounts for the for
-	☐ Yes ☐ No	arate di	rect and	indirect accounts for the for
-	☐ Yes ☐ No	arate di	rect and	indirect accounts for the for
1. Labor costs	☐ Yes ☐ No	arate di	rect and	indirect accounts for the for
1. Labor costs	Yes No If no, please explain:	arate di	rect and	indirect accounts for the for
1. Labor costs 2. Non-labor expenses	☐ Yes ☐ No If no, please explain: ☐ Yes ☐ No	arate di	rect and	indirect accounts for the fo

C.6. Exclusion of Unallowable Costs. Does the company have a system in place to identify and remove from the indirect cost pools all unallowable costs, in accordance with FAR Part 31 and the applicable Cost Accounting System? (See <i>AASHTO Guide</i> , Sections 2.2, 4.4, 5.2, 5.5, and 6.3)
Yes. If yes, please complete steps C.6.1 through 3 below.
1. Please explain the company's system in detail:
2. How are appropriate personnel trained to distinguish between allowable and unallowable costs?
3. When does the primary review for allowability occur—at time the transaction is recorded, or later?
☐ No. If no, please explain:
C.7. <u>Divisions/Cost Centers</u> . Does the company have more than one division/cost center?
☐ Yes ☐ No
If yes, are separate ledgers maintained for each division/cost center?
☐ Yes ☐ No
If no, please explain:

C.8. <u>Reconciliations</u>.

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C.11. <u>Allocation Base(s).</u> When computing indirect cost rates, the company uses: (AASHTO Guide Section 4.7)					
A single base for cost allocation					
Description of base:					
Multiple bases for cost allocation					
Description of bases:					
C.12. <u>Field Offices</u> . Does the company have field offices? (AASHTO Guide Section 5.6)					
☐ Yes ☐ No					
If yes, are separate indirect cost rates used for the home office and field offices?					
☐ Yes ☐ No					
If yes, please complete steps C.12.1 and C.12.2					
1. Are the home office and field office indirect costs rates presented consistently to all					
state department of transportations (DOT)?					
☐ Yes ☐ No ☐ N/A					
If no, please explain:					
2. Please provide a matrix or narrative describing the circumstances in which the field					
office indirect cost rate is used and the circumstances in which the home office indirect					
cost rate is used:					
C.13. <u>Project-Specific Indirect Cost Rate(s)</u> . Does the company have any special, project-specific indirect cost rates					
negotiated with a state DOT?					
☐ Yes ☐ No					
If yes, please explain and identify the states that use these rates:					

D. Information Technology (IT) Systems

D.1. IT Risk Assessment. Has the company's management conducted an IT system risk assessment within the past three years'
Yes. If yes, please provide a copy of the IT system risk assessment.
☐ No. If no, please explain:
D.2. IT Security Review. Are system security and application access logs enabled and reviewed periodically?
☐ Yes ☐ No
If no, please explain:
n no, preuse explain.
D.3. IT Electronic Data Safeguards. If documents are retained in electronic format, are they stored in a format that canno
easily be modified, removed, or replaced, and does a mechanism/audit trail exist to track all such events?
☐ Yes ☐ No
If no, please explain:

E. Accounting – Payroll and Timekeeping

	?		
☐ Yes ☐ No			
If yes, please explain:			
E.2. Pay Cycle. What is the company's standard pay cycle?			
☐ Bi-weekly ☐ Monthly ☐ 1st & 15th ☐ Oth	ner (plea	ase expl	ain):
If the company uses more than one pay cycle, p	lease ex	plain:	
E.3. Payroll Register. Does the payroll register include the following da	ata?		
	iii.		
	Yes	<u>No</u>	If no, please explain
1. Employee Name	Yes	<u>No</u>	If no, please explain
	Yes	<u>No</u> □	If no, please explain
1. Employee Name	Yes	<u>No</u>	If no, please explain
Employee Name. Employee ID number.	Yes		If no, please explain
1. Employee Name	Yes		If no, please explain
 Employee Name. Employee ID number. Gross pay Payroll deductions 	Yes		If no, please explain
1. Employee Name. 2. Employee ID number. 3. Gross pay. 4. Payroll deductions 5. Net pay.	Yes		If no, please explain
1. Employee Name. 2. Employee ID number. 3. Gross pay 4. Payroll deductions 5. Net pay 6. Check amount	Yes		
1. Employee Name. 2. Employee ID number. 3. Gross pay. 4. Payroll deductions. 5. Net pay. 6. Check amount. 7. Hourly rate.	Yes		

E.4. <u>Timekeeping System</u>.

1. Does the company use an electronic timekeeping system?
☐ Yes ☐ No
If yes, please provide an explanation of its operation:
2 Annual annual annual including mannual annual
2. Are all employees, including managers and owners/principals, responsible for signing their own timesheets? Yes No
If no, please explain:
3. Are all employee timesheets approved by supervisors?
☐ Yes ☐ No
If no, please explain:
4 In the construction and account and account of the control of th
4. Is there a certification and approval process required for all time worked by owners and principals? [Yes. If yes, please provide a narrative describing the process:
Tes. If yes, please provide a narrative describing the process.
☐ No. If no, then how is owners and principals' time accounted for and billed to projects?
5. 11
5. How are timesheet coding errors detected and corrected?
6. How do timesheets identify work performed outside a contract's original scope of services?

F. Labor Cost Accumulation

F.1. <u>Direct & Indirect La</u>	bor. Do the company's timesheets include reporting codes for both direct and indirect hours?
(AASHTO Guide, Chap	oter 6.)
Yes. If	f yes, do all employees, including managers and principals, record direct and indirect time on
their	timesheets?
	no, please explain the process used to segregate direct and indirect labor hours.
F.2. Work Week. Please id	lentify the company's normal hours of operation (e.g., M-F 8:00 am to 5:00 pm):
F.3. <u>Uncompensated Over</u>	rtime (Labor Variance)
1. Does the company	record all hours (including hours in excess of 40) worked by all employees, including managers,
principals, and/or a	all salaried personnel regardless of whether the employees are exempt from overtime pay or
whether all direct la	abor hours are billed to specific contracts? (AASHTO Guide, Section 5.4)
ove per	If yes, which of the following methods does the company use to account for <i>uncompensated</i> ertime—the hours worked without additional compensation in excess of an average of 40 hours week by direct-charge employees who are exempt from the Fair Labor Standards Act? <i>ASHTO Guide</i> Section 5.4.F.2)
we	Effective Rate Method: Using this method, effective hourly pay rates are computed tekly, based on actual time charges.
Ple	ease explain:

	What was the total dollar amount of the salary/payroll variance for the y
	\$
	Please explain how the salary variance is accounted for in the indirect cost rate:
	Other. Please explain:
	No. If no, please explain:
2. Does th	e company bill labor for salaried employees at the rates recorded in the system?
	Yes No
	Please explain:
Contract	Modifications/Time Tracking. How does the company segregate work performed under a l
	contract from work performed for contract changes/modifications?

G. Labor Billings and Project Costing

G.1. <u>Premium Overtime</u> . Does the company pay overtime at a premium to any employees?
☐ Yes. If yes, please complete steps G.1.1 and 2. ☐ No
1. What premium rate is paid, and what categories of employees are eligible for this rate?
☐ Time-and-a-half for all non-exempt employees
Other. Please explain:
2. How is the overtime premium accounted for and billed?
As part of direct labor and overhead is applied to the overtime premium
As an other direct cost and overhead is not applied to the overtime premium
As an indirect labor cost and the overtime premium is included in the indirect cost rat
Other. Please explain:
G.2. Allocation of Overtime Costs. Are overtime costs allocated to contracts consistently, regardless of the type of contract
(lump sum versus actual cost) or customer (government versus commercial)?
☐ Yes ☐ No
If no, please explain:
G.3. Cost Allocation versus Billing. If the company pays a principal or an employee at a rate in excess of a contract
maximum hourly labor rate, where will the excess cost be allocated/charged?
G.4. Contract/Purchased Labor. Does the company invoice/bill contract labor directly to any customers?
☐ Yes ☐ No ☐ N/A
If yes, please complete the following: Contract labor is billed-
As part of direct labor and overhead is applied to the contract labor
As an other direct cost and overhead is not applied to the contract labor
Other. Please explain:

H. Expense Accumulation and Billing (Please fill out and attach the "Direct Cost Summary")

H.1. Credits Associated with Direct Costs. 1. How is the indirect cost pool relieved/reduced for credits/reimbursements received for direct costs? 2. If the company bills projects directly for company-owned equipment/vehicles, how does the company ensure that costs associated with such company-owned equipment/vehicles (such as maintenance, depreciation, insurance, etc.) are not also included in the indirect cost rate? 3. If the company bills projects directly for company-performed services (such as lab testing or drilling), how does the company ensure that costs associated with such services (such as lab costs, lab tech labor, etc.) are not also included in the indirect cost rate? 4. If the company bills projects directly for company-owned equipment/vehicles or company-performed services (such as lab testing or drilling), how does the company determine billing rates for such equipment? H.2. Design/Build Stipends. Has the company received a stipend from any state DOT in connection with design/build efforts? ☐ Yes □ No If yes, please explain how the company records the stipend in the accounting system: H.3. Non-billable Costs. Describe the accounting treatment for direct costs not billable to clients. (Where/how are these costs recorded in the accounting system?)

H.4. Authorization. How does the company ensure that costs are not billed to government projects prior to proper authorization?
H.5. Vehicle Expenses. Does the company provide vehicles to employees for business purposes?
☐ Yes ☐ No
1. If yes, are the vehicles leased or owned?
Leased Owned
2. Identify the total number of vehicles owned or leased by your company.
Leased Owned
3. Are mileage logs maintained for all vehicles?
☐ Yes ☐ No
If no, please explain:
4. Is mileage separated by direct and indirect classifications, and is mileage incurred in connection
with unallowable activities tracked?
☐ Yes ☐ No
If no, please explain:
5. What recovery/billing rate is used for company vehicle mileage reimbursement?
\$ per mile.
6. How was the recovery/billing rate developed?
o. How was the recovery/onling fate developed.
H.6. Computer Expenses.
1. Are the company's computer expenses incurred as a result of? (select one)
Outside Services Company Ownership Both
2. Does the company compute a charge rate for computers?
☐ Yes ☐ No
a. If yes, what is the charge rate?
b. How was the charge rate developed?

3. How	are computer e	expenses treated?	•		
	Direct	Indirect	Con	nbination Direct/Ind	lirect
	If combination	direct/indirect,	please pro	ovide an explanation	n:
4. Are			and code	ed by job/project?	
	Yes	☐ No			
U 7 Drinting	and Reproduct	ion Costs			
	-	d reproduction e	xnenses t	reated?	
1. 110 W	In House:	Direct cost	-	Indirect cost	Combination of direct and indirec
				irect and indirect, pl	
				neet and maneet, pr	ease explain.
	Outside vendo	r: Direct co	st	☐ Indirect cost	Combination of direct and indirec
	If you	marked combina	ation of d	irect and indirect, pl	ease explain:
					-
2. For i	in-house service	es, are usage logs	maintair	ed and coded by job	p/project?
	Yes	☐ No			
	If no, please ex	xplain:			
3. Is us	age segregated	by direct and inc	lirect clas	sifications?	
	Yes	☐ No			
	If no, please ex	xplain:			
4. If th	nese costs are in	ncurred through	the use o	f an outside vendor	r, are the invoices coded by job/project w
receive	ed?				
	Yes	☐ No			
	If no, please ex	xplain:			

H.8. Telephone Costs.

1. How	is the expense for te	elephone service recorded a	and billed?			
	Direct cost	☐ Indirect cost	Combination	on of direct and	d indirect	
	If you mark	xed combination of direct a	and indirect, pleas	e explain:		
2. Does	s the company mainta	ain a telephone log to recor	rd toll calls?	Yes	☐ No	
3. Are t	the calls job-coded b	y direct and indirect classi	fications?	Yes	☐ No	
H.9. Activities	Ineligible for Cost	Reimbursement. Did an	y of the company	y's employees,	, including principles a	ınd/or
owners, en	ngage in activities for	r lobbying, advertising, pul	blic relations, cha	rity, and/or ent	tertainment?	
Yes	☐ No					
	If yes, please identi	fy the employees who enga	iged in these activ	rities, and descr	ribe how the associated	costs
	were tracked and ac	ecounted for in relation to t	he submitted indi	rect cost rate.		

Table 2: Unallowable Activities

Employee Name or ID & Title/Classification:	Activities:	Accounting Treatment:

I. Compensation for Owners and Employees

I. 1	١.	В	0	n	us	es

1. Did the company pay, or accrue for, bonuses earned by owners or employees during the period covered by the
latest indirect cost rate schedule?
☐ Yes ☐ No
If yes, were the bonuses included in the submitted indirect cost rate schedule?
☐ Yes ☐ No ☐ N/A
Was any portion of these bonuses excluded from the submitted indirect cost rate schedule?
Yes No N/A Comment:
2. Does the company have a written bonus plan?
Yes. Please provide a copy of the plan.
☐ No. Please describe how bonuses are determined and how this is communicated to employees:
3. Are all employees eligible for the bonuses?
☐ Yes ☐ No
If no, please explain:
Note: The bonus plan cannot be based on profit distribution. (AASHTO Guide Section 7.11.A-C; and FAR
31.201-3, FAR 31.201-4, and FAR 31.205-6(a)(6)(ii)(B))
I.2. Executive Compensation. Has the company, an independent CPA, or compensation consultant performed an
evaluation of executive compensation for reasonableness in accordance with FAR 31.205-6? (See AASHTO Guide
Section 7.5.)
Yes
Company Independent CPA Name:
Compensation Consultant:
If company, independent CPA, or compensation consultant is selected, describe the methodology used an
attach the evaluation to this FPQ.
☐ No. If no, please complete and attach the National Compensation Matrix compliance worksheet.
Note: The National Compensation Matrix is updated by AASHTO every year. The most current
version of the matrix can be found on AASHTO's website (transportation.org/audit).

J. Related-Party Transactions

J.1. <u>Related Employees</u>. Please complete Table 3: Employees Related to Company Others for all <u>employees</u> who are related to the parties listed in Table 1, as shown in A.5.

Table 3: Employees Related to Company Owners

	Name or ID:	Title/Position:	Wages/Salary:	Bonus:	Other Compensation:	Total Compensation:
			\$	\$	\$	\$
1	Total Hours Worked During Year:	Job Duties: Name of Related Per Relationship (e.g., sp	rson: pouse, parent, child	l, sibling, in-lav		
			\$	\$	\$	\$
2	Total Hours Worked During Year:	Job Duties: Name of Related Per Relationship (e.g., sp	rson: pouse, parent, child	l, sibling, in-lav	v):	
			\$	\$	S	\$
3	Total Hours Worked During Year:	Job Duties: Name of Related Per Relationship (e.g., sp	rson:			
			\$	\$	\$	\$
4	Total Hours Worked During Year:	Job Duties: Name of Related Per Relationship (e.g., sp	rson:			
			\$	\$	\$	\$
5	Total Hours Worked During Year:	Job Duties: Name of Related Per Relationship (e.g., sp	son:			Ψ
			\$	\$	\$	\$
6	Total Hours Worked During Year:	Job Duties: Name of Related Per Relationship (e.g., sp	rson:			

J.2. Related Vendors. Please complete Table 4: Vendors Related to Company Owners for all vendors related to the parties listed in Table 1, as shown in A.5.

Table 4: Vendors Related to Company Owners

Name:	Contact Information:	Relationship:	Products/Services Provided:	Total Payments During Year:

J.3. Property or Facilities	s Leased from Related Parties.
1. Does the compa	my rent or lease property and/or facilities from another entity or individual?
Yes	□No
If	yes, are any of the company's owners/stockholders, or members of their immediate family, also
0.0	wners/stockholders of the other entity (Common Control)?
	☐ Yes ☐ No
	If yes, please explain:
2. If your company	rents/leases facilities from a related party (common control, see below), then prepare and submit
documentation 1	For the cost of ownership claimed in the indirect cost rate schedule. Is the related party cost of
ownership calcu	lation attached?
Yes. I	f yes, please attach ownership documentation.
☐ No. If	no, please explain:

As noted in AASHTO Guide Section 8.23.B and FAR 31.205-36, common control exists when, in the relationship between a consultant and another company that is involved in real-property renting, leasing arrangements, or joint ventures, a principal or person with management responsibilities or significant influence in the A/E firm either—

- 1. Owns 50 percent or more of the other company,
- 2. Also is a principal or person with management responsibilities or significant influence in the other company,
- 3. Has a family member who he or she might exert influence or control over because of the family relationship and who is a principal or has management responsibilities or significant influence in the other company, or
- 4. Has a family member who might control or influence him or her because of the family relationship and who is a principal in or has management responsibilities or significant influence in the other company.

J.4. Other Related-Party Transactions. Did the company engage in any transactions with related parties other than those				
identified and described in J.1 through J.3?				
☐ Yes ☐ No				
If yes, please complete Table 5.				
THE OH DIVID AT A				

Table 5: Other Related-Party Transactions

Name:	Contact Information:	Relationship:	Products/Services Provided:	Total Payments During Year:

K. Other Questions

K.1. <u>Life Insuran</u>	<u>ice</u> . Does the company pay life insurance for officers/principals? (FAR 31.205-19(e)(2)(v))
Yes	☐ No
If yes, ple	ase complete steps K.1.1 through 3.
1.	Have any costs associated with this life insurance been included on the indirect cost rate schedule?
	☐ Yes ☐ No
	If yes, note total amount:
2.	Please identify the beneficiary of the life insurance:
	☐ Company/surviving partners ☐ Officer/principal's family
	Other (specify)
3.	Please identify the type(s) of the life insurance:
	☐ Term ☐ Whole life ☐ Universal life ☐ Endowments (annuities)
	Accidental death Other (please explain):
K.2. Suspension	or Debarment. Has the company, its parent, subsidiary, or any owner, stockholder, officer, partner, or
employee of t	he company been suspended or debarred from doing business by any State or the Federal government?
Yes	☐ No
If yes, ple	ase explain in detail:
K.3. <u>Updates for</u>	Changes to FAR Part 31. Does the company have an existing process designed to provide timely updates
to company p	olicies and procedures to accommodate changes in the FAR Subpart 31.2 cost principles?
Yes	□ No
IZ 4 D. 1 4	
	nent. Does the company have a process for assessing risks that may result from changes in cost accounting
systems or pro	
Yes	□ No
K.5. <u>Communica</u>	tions of Federal Highway Administration (FHWA)/DOT Requirements. How does information flow
from the FHV	WA/state DOTs to appropriate management personnel? (i.e., How are relevant updates to state DOTs'
procedures or	federal regulations disseminated to project managers and accounting personnel?) Please provide a written
copy of the pr	ocess.

Management Representation and Certification

I, the undersigned, hereby certify that the following is true and accurate:

- 1. I am an owner and/or officer of this company and am duly authorized to sign this representation and certification on behalf of the aforementioned company, and that through my signature the company is responsible for this Management Representation and Certification.
- 2. I certify that to the best of my knowledge and belief this Financial Prequalification Questionnaire (FPQ) and attachments are a complete and accurate representation of the aforementioned company's cost accounting and billing practices.
- 3. I certify that I have reviewed this proposal to establish final indirect cost rate(s) and to the best of my knowledge and belief: (1) All costs included in this proposal are allowable in accordance with cost principles of the Federal Acquisition Regulation (FAR) of title 48, Code of Federal Regulations (CFR), part 31; and (2) This proposal does not include any costs which are expressly unallowable under applicable cost principles of the FAR of 48 CFR part 31.
- 4. All known material transactions or events that have occurred affecting the company's ownership, organization and indirect cost rates have been disclosed.
- 5. For the annual accounting period represented by the overhead cost rate included with this submission, and the two (2) annual accounting periods preceding the annual accounting period represented by the overhead cost rate included with this submission: Any documentation related to our accounting system, internal control, financial information and overhead cost rate, from any independent audit, examination, compilation, or review of the overhead cost rate will be made available to MDOT or its representatives to audit, examine, review, assess, inspect, investigate, copy, and/or scan if MDOT or its representative deems it necessary. In addition, any CPA working papers resulting from any independent audit, examination, compilation, or review will be made available to MDOT or its representatives to audit, examine, review, assess, inspect and/or investigate. Any such audit(s), examination(s), review(s), assessment(s), inspection(s), investigation(s) performed as part of, or as a result of the information provided as part of this prequalification process will allow MDOT to make financial adjustment to charges for which this company has requested reimbursement via an MDOT service contract, and require this company, in a Prime Consultant and/or Subconsultant role, to be directly liable for any monies owed MDOT. The abovementioned audit, examination, review, assessment, inspection, and/or investigation and its corresponding potential liability is separate and distinct from those contract audits performed by MDOT, however, any irregularities determined may involve a review of charges made to existing contracts or contracts that have been closed out by MDOT, for the period of time stated above. By submitting this application, this company agrees to comply with the Audit and Record Keeping language provided in the Michigan Department of Transportation Consultant Prequalification Application Instructions.
- 6. I acknowledge that the information in this FPQ and attachments are being submitted for the express purpose of seeking and being eligible to be awarded contracts with the Michigan Department of Transportation, and that these contracts may include federal funding.

Printed Name		
Electronic Signature	Title	Date Completed

Note: The representations on this FPQ were made by, and are the responsibility of, the company's management.