

COUNTY COMMENTS	RATING CRITERIA	HUMMINGBIRD FRC RESPONSE (HFRC)	COUNTY COMMENTS	RATING CRITERIA
Over 20 years experience in the operation of campground for National Park Service and U.S. Forest Service	Criteria A - 20%	HFRC is a newly formed California Public Benefit Corporation. HFRC has provided resumes of individuals with campground operation experience. HFRC itself has not operated a campground or similar facility.	Paid staff and volunteers will provide operations oversight. Advisory Board members have a variety of management experience.	Criteria A - 15% This rating is a result of heavy reliance on volunteers
CLM will hire and train Camp Hosts, they will not use volunteers in any areas of its operations		HFRC intend to have 2 trained paid staff members and a director available at all times. Utilize camp hosts and volunteer assistants for daily operations. Two on-site paid staff, a camp management and office/store manager. Plan to have minimal staff on site during off season.		
		Intend to use paid Camp Hosts (four) during peak season. Selection is via local advertisement, website, R.V. trade publications. Key advisory Board Members have applied to be Camp Hosts. Camp Host responsibilities will include routine janitorial (cleaning restrooms, litter control), camper registration, enforce compliance, fee collection. Staff experience is verified by reference checks. Training will be provided according to responsibilities. Will include health/safety issues, operation procedures. CPR training will be provided. Training will occur weekly or as needed.		
		HFRC will use volunteers in various aspects of the operations and facility maintenance. Volunteer recruitment will occur through soliciting via word of mouth and bulletin boards. All volunteers will go through a rigorous screening process. Volunteers will perform routine maintenance matched with appropriate skills to perform basic carpentry, painting, and general landscaping. Volunteers will complete an application form. All assignments will correspond to previous work experience and skills. HFRC will hold monthly social event to honor all volunteers and select a Volunteer of the Month. Discussions of volunteer performance will be part of weekly staff meeting. All volunteers will be accountable to paid staff. HFRC will establish a Personnel Committee and Policies and Procedures manual - Executive Director will address policy violations. Serious violations of health and safety or insult to guest may result in immediate termination.	Proposal relies heavily on volunteer assistance.	
	Criteria B - 20%	HFRC states that their Board Members and Director have relevant experience and are available daily. HFRC states that the Advisory Board has some of the most qualified people in the Western U.S. managing campgrounds and hot springs.	HFRC has no history of experience operating campgrounds. Concerns with staff availability and continuity of qualified Board Members.	Criteria B - 15% This rating is a result of no history of operating experience