

# PAYROLL COMPARISON – 2026

**Proposer Name: Phillip Tracey**

Evaluator Printed Name: Robert A. Fragale

## PAYROLL from Operational Form 4.3 Staffing and Personnel Calculation

|                             | Location Number(s) |        |        |        |        |        |
|-----------------------------|--------------------|--------|--------|--------|--------|--------|
|                             | Loc. 1             | Loc. 2 | Loc. 3 | Loc. 4 | Loc. 5 | Loc. 6 |
|                             | 46-A               |        |        |        |        |        |
| Highest Rate                | \$130              |        |        |        |        |        |
| Lowest Rate                 | \$20               |        |        |        |        |        |
| Number of Hours Recommended | 134                |        |        |        |        |        |
| Number of Hours Proposed    | 172                |        |        |        |        |        |
| Total Monthly Wages         | \$13,920           |        |        |        |        |        |

Comments:

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# PERSONAL EVALUATION (2026)

Phillip Tracey  
46-A / 26043  
Logan County, Bellefontaine  
BMV Site

Evaluation Team Number: \_\_\_\_\_  
Location(s) Proposed: (#1) 46-A \_\_\_\_\_  
Proposed as 2<sup>nd</sup> Location \_\_\_\_\_  
**Verify** Proposer's Full Name: (#2) Phillip B. Tracey  
Proposer's County of Residence (NPC Operation): \_\_\_\_\_  
**Verify** Proposer's Driver's License Number: (#6) \_\_\_\_\_  
Proposing as Minority: (#9) Yes \_\_\_\_\_ No X  
Proposing as: (#10) Individual X Clerk of Courts \_\_\_\_\_ Co. Auditor \_\_\_\_\_ Nonprofit Corp. \_\_\_\_\_

## SCORING SUMMARY

|  |                    |            |
|--|--------------------|------------|
| FORM 3.0, PERSONAL CHECKLIST               | (Max. 16 Points):  | <u>16</u>  |
| PERSONAL EVALUATION, Page 2                | (Max. 55 Points):  | <u>55</u>  |
| BUSINESS AND EMPLOYMENT EXPERIENCE, Page 3 | (Max. 100 Points): | <u>100</u> |
| PERSONAL EVALUATION, Page 5                | (Max. 28 Points):  | <u>28</u>  |
| PERSONAL EVALUATION, Page 6                | (Max. 17 Points):  | <u>17</u>  |
| PERSONAL EVALUATION, Page 7                | (Max. 27 Points):  | <u>27</u>  |
| PERSONAL EVALUATION, Page 8                | (Max. 15 Points):  | <u>15</u>  |

**TOTAL POINTS** (Max. 258 Points): 258

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

|     | <u>Evaluators' Signatures</u> | <u>Evaluators' Printed Names</u> | <u>Date</u>    |
|-----|-------------------------------|----------------------------------|----------------|
| (1) | <u>Robert A. Fragale</u>      | <u>Robert A. Fragale</u>         | <u>2/27/26</u> |
| (2) | _____                         | _____                            | _____          |

| PERSONAL EVALUATION  |   | OK | NO |
|--|---|----|----|
| 1. Proposer does not and will not hold a PROHIBITED elective public office other than County Clerk of Courts or County Auditor? (#11 & 12)   | 5 | *  |    |
| 2. Proposer does not hold an overlapping deputy registrar contract? (#13)<br>If contract overlaps, what is the expiration date of the contract? _____  | 0 |    | 0  |
| 3. Proposer is not a prohibited relative of a current deputy registrar? (#14, 15 & 16)   | 5 | *  |    |
| 4. Proposer is not a prohibited relative of an ODPS employee, or (if a relative) proposer has either been a deputy registrar continuously since January 1, 1992, or the ODPS employee became employed after the proposer was first appointed deputy registrar? (#17) | 5 | *  |    |
| 5. Proposer is not a State of Ohio employee or will resign? (#19)  | 5 | *  |    |
| 6. Proposer is not an active insurance agent or is nonprofit? (#20)  | 5 | *  |    |
| 7. Proposer states no criminal conviction within the last 10 years? (#21)  | 5 | *  |    |
| 8. Proposer owes no local, state, or federal delinquent taxes, social security payments, workers' compensation premiums or mandatory contributions? (#22)  | 5 | *  |    |
| 9. Proposer agrees to maintain acceptable business liability insurance in accordance with Ohio Revised Code section 4503.03(C)? (#23)  | 5 | *  |    |
| 10. Proposer can meet bond requirements? (#24 and acceptable proof)  | 5 | *  |    |
| 11. Acceptable educational information OR nonprofit corporation? (#25)   | 5 |    | 0  |
| 12. Proposer has computer training or experience? (#26)  | 5 |    | 0  |

PERSONAL EVALUATION POINTS, Page 2 (Max. 55 Points) 55

NOTE: Score indicated "\*" may lead to disqualification OR contract contingency. Score "0" may lead to contract contingency.

Comments: \_\_\_\_\_

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\_\_\_\_\_

\_\_\_\_\_

**BUSINESS AND EMPLOYMENT EXPERIENCE VERIFICATION**

Person called: verified at telephone ( ) \_\_\_\_\_

Company: Logan County License Bureau

Relationship: Deputy Manager

Verified experience as: Deputy Registrar Agency Owner (50) X Other Business Owner (34) \_\_\_\_\_

Manager or Supervisor (25) \_\_\_\_\_ Deputy Registrar Employee (23) \_\_\_\_\_ Other Employee (20) \_\_\_\_\_

Hours per week: 40+ (split between multiple locations)

From (date): 7/1998 To (date): Present Length: 28 years

Verified Hours 40+ = Factor 1 x Years 28 x Points 50 = 1,400

Person called: \_\_\_\_\_ at telephone ( ) \_\_\_\_\_

Company: \_\_\_\_\_

Relationship: \_\_\_\_\_

Verified experience as: Deputy Registrar Agency Owner (50) \_\_\_\_\_ Other Business Owner (34) \_\_\_\_\_

Manager or Supervisor (25) \_\_\_\_\_ Deputy Registrar Employee (23) \_\_\_\_\_ Other Employee (20) \_\_\_\_\_

Hours per week: \_\_\_\_\_

From (date): \_\_\_\_\_ To (date): \_\_\_\_\_ Length: \_\_\_\_\_

Verified Hours \_\_\_\_\_ = Factor \_\_\_\_\_ x Years \_\_\_\_\_ x Points \_\_\_\_\_ = \_\_\_\_\_

Person called: \_\_\_\_\_ at telephone ( ) \_\_\_\_\_

Company: \_\_\_\_\_

Relationship: \_\_\_\_\_

Verified experience as: Deputy Registrar Agency Owner (50) \_\_\_\_\_ Other Business Owner (34) \_\_\_\_\_

Manager or Supervisor (25) \_\_\_\_\_ Deputy Registrar Employee (23) \_\_\_\_\_ Other Employee (20) \_\_\_\_\_

Hours per week: \_\_\_\_\_

From (date): \_\_\_\_\_ To (date): \_\_\_\_\_ Length: \_\_\_\_\_

Verified Hours \_\_\_\_\_ = Factor \_\_\_\_\_ x Years \_\_\_\_\_ x Points \_\_\_\_\_ = \_\_\_\_\_

## BUSINESS AND EMPLOYMENT EXPERIENCE CALCULATION

### 13. DEPUTY REGISTRAR AGENCY OWNER Experience, Form 3.2

| ITEM                            | AGENCY/COMPANY              | HOURS = | FACTOR | x | YEARS | x | POINTS = | SCORE | VERIFIED |
|---------------------------------|-----------------------------|---------|--------|---|-------|---|----------|-------|----------|
| A.                              | Logan County License Bureau | # NA =  | 1.0    | x | 280   | x | 50 =     | 1,400 | ✓        |
| B.                              |                             | # NA =  | 1.0    | x |       | x | 50 =     |       |          |
| C.                              |                             | # NA =  | 1.0    | x |       | x | 50 =     |       |          |
| Subtotal of 13-A, 13-B & 13-C = |                             |         |        |   |       |   |          | 1,400 |          |

### 14. OTHER BUSINESS OWNERSHIP Experience, Form 3.2

| ITEM                            | AGENCY/COMPANY | HOURS = | FACTOR | x | YEARS | x | POINTS = | SCORE | VERIFIED |
|---------------------------------|----------------|---------|--------|---|-------|---|----------|-------|----------|
| A.                              |                | # =     |        | x |       | x | 34 =     |       |          |
| B.                              |                | # =     |        | x |       | x | 34 =     |       |          |
| C.                              |                | # =     |        | x |       | x | 34 =     |       |          |
| Subtotal of 14-A, 14-B & 14-C = |                |         |        |   |       |   |          |       |          |

### 15. SUPERVISORY / MANAGEMENT (ANY BUSINESS – INCLUDING DR) Experience, Form 3.2

| ITEM                            | AGENCY/COMPANY | HOURS = | FACTOR | x | YEARS | x | POINTS = | SCORE | VERIFIED |
|---------------------------------|----------------|---------|--------|---|-------|---|----------|-------|----------|
| A.                              |                | # =     |        | x |       | x | 25 =     |       |          |
| B.                              |                | # =     |        | x |       | x | 25 =     |       |          |
| C.                              |                | # =     |        | x |       | x | 25 =     |       |          |
| Subtotal of 15-A, 15-B & 15-C = |                |         |        |   |       |   |          |       |          |

**Total DR, Ownership and/or Management #13-15 (Max. 100 Points) = 100**

### 16. DEPUTY REGISTRAR EMPLOYMENT (NON-MANAGEMENT) Experience, Form 3.2

| ITEM                                  | AGENCY | HOURS = | FACTOR | x | YEARS | x | POINTS = | SCORE | VERIFIED |
|---------------------------------------|--------|---------|--------|---|-------|---|----------|-------|----------|
| A.                                    |        | # =     |        | x |       | x | 23 =     |       |          |
| B.                                    |        | # =     |        | x |       | x | 23 =     |       |          |
| C.                                    |        | # =     |        | x |       | x | 23 =     |       |          |
| D.                                    |        | # =     |        | x |       | x | 23 =     |       |          |
| Subtotal of 16-A, 16-B, 16-C & 16-D = |        |         |        |   |       |   |          |       |          |

**Total DR Employment Experience #16 (Max. 90 Points) =**

### 17. OTHER EMPLOYMENT Experience, Form 3.2

| ITEM  | AGENCY/COMPANY | HOURS = | FACTOR | x | YEARS | x | POINTS = | SCORE | VERIFIED |
|---|----------------|---------|--------|---|-------|---|----------|-------|----------|
| A.  |                | # =     |        | x |       | x | 20 =     |       |          |
| B.  |                | # =     |        | x |       | x | 20 =     |       |          |
| C.  |                | # =     |        | x |       | x | 20 =     |       |          |
| D.  |                | # =     |        | x |       | x | 20 =     |       |          |
| Subtotal of Lines 17-A, 17-B, 17-C & 17-D = |                |         |        |   |       |   |          |       |          |

**Total Other Employment Experience #17 (Max. 80 Points) =**

**ENTER LARGEST OF TOTALS [13-15 (100 pts.), 16 (90 pts.), or 17 (80 pts.)] = 100**

## PERSONAL EVALUATION

OK | NO

|  |      |   |
|--|------|---|
| 18. Form 3.3 – Customer Service Experience   |      |   |
| Did proposer provide acceptable list of ideas to improve customer service at a deputy registrar agency or provide an example of something done as part of a job or business to improve services for customers? | (2)  | 0 |
| 19. Form 3.4 – Start-Up Cost Funds On Deposit (not required for Auditors or Clerks of Courts)  |      |   |
| A. Are funds in acceptable financial institution and verified with bank/teller stamp?  | (5)  | * |
| B. Are funds in proposer's or proposer's business name or joint with spouse?   | (5)  | * |
| 20. Form 3.5 – Political Contributions Report (not required for Auditors or Clerks of Courts)  |      |   |
| Did proposer mark "NO" for every category, every year?<br>(For Nonprofit Corporations, evaluate both Corporation's and CEO's Form 3.5)   | (5)  | * |
| 21. Form 3.6 – Personnel Policy Summary  |      |   |
| Does proposer agree to provide/maintain a written personnel policy covering the following:   |      |   |
| A. Hiring employees with deputy registrar agency experience?   | (11) | 0 |
| B. Equal Employment Opportunity?   |      |   |
| C. Employee training by the deputy registrar?  |      |   |
| D. Participation in BMV provided training?   |      |   |
| E. Evaluation of employee performance?   |      |   |
| F. Grounds for discipline or dismissal/termination (list) which shall include drug and alcohol use?  |      |   |
| G. Progressive disciplinary steps?   |      |   |
| H. Dress code with list of acceptable attire?  |      |   |
| I. Dress code with list of unacceptable attire?  |      |   |
| J. A policy for maintaining the professional appearance of all staff at all times?   |      |   |
| K. Fringe benefits (beyond those required by law or contract)?   |      |   |

### PERSONAL EVALUATION POINTS, Page 5 (Max. 28 Points)

28

NOTE: Score indicated "\*" may lead to disqualification OR contract contingency. Score "0" may lead to contract contingency.

Comments: \_\_\_\_\_

## PERSONAL EVALUATION

OK | NO

|  |    |    |
|--|----|----|
| 22. Form 3.7 – Security Plan Summary - Did proposer agree to provide:                                      |    |    |
| A. An electronic alarm system? (Mandatory)   |    |    |
| B. Alarm system monitored 24 hours, off-site? (Mandatory)  |    |    |
| C. Alarm system reports off-site if wires cut or tampered with? (Mandatory)                                |    |    |
| D. Adequate alarm monitored panic/hold-up buttons? (Mandatory)   |    |    |
| E. Motion detectors connected to alarm system? (Mandatory)   |    |    |
| F. Alarm monitored contacts on all exterior doors? (Mandatory)   |    |    |
| G. Alarm monitored contacts on all exterior windows? (Mandatory)   |    |    |
| H. Video recording camera surveillance system? (Mandatory)   |    |    |
| I. Safe or secured locking cabinet? (Mandatory)  |    |    |
| J. Secured storage room with alarm monitored contacts on door(s) and window(s), if applicable? (Mandatory) | 13 | *  |
| K. Cross cut shredder to be made available to destroy customer copy records? (Mandatory)                   |    |    |
| L. All doors and all windows will be securely locked when license agency is closed? (Mandatory)            |    |    |
| M. Smoke, fire, and carbon monoxide detection devices (Mandatory)?   |    |    |
| N. Interior/Exterior motion activated security lights? (Suggested) – Check OK or NO                        | OK | NO |
| 23. Form 3.8 – Facility Maintenance Plan Summary - Did proposer agree to provide:                          |    |    |
| A. Indoor/Outdoor maintenance and cleaning?  | 1  | 0  |
| B. Prompt snow and ice removal?  | 1  | 0  |
| C. Carpet and/or floor cleaning (if appropriate)?  | 1  | 0  |
| D. Repainting?   | 1  | 0  |

**PERSONAL EVALUATION POINTS, Page 6 (Max. 17 Points) 17**

NOTE: Score indicated "\*" may lead to disqualification OR contract contingency. Score "0" may lead to contract contingency.

Comments: \_\_\_\_\_

\_\_\_\_\_

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\_\_\_\_\_

**PERSONAL EVALUATION**

**OK | NO**

|   |   |   |
|---|---|---|
| 24. Form 3.9 – Involved and Invested in Your Business   |   |   |
| 1. How do you plan to manage, be responsible, and be accountable for this business at all times?  | ① | 0 |
| 2. How will you ensure that all laws, rules, guidelines and procedures are followed, at all times, specifically with regard to issuing and renewing driver licenses, identification cards, and vehicle registrations?   | ① | 0 |
| 3. What measures will you put in place to detect, deter, and prevent fraud?   | ① | 0 |
| 4. The Ohio Bureau of Motor Vehicles routinely issues new and/or revised policy and procedural changes through email broadcasts to the deputy registrars. How will you ensure that policies and procedures are communicated to the staff and followed on a daily basis? | ① | 0 |
| 5. How will you demonstrate good leadership to your employees?  | ① | 0 |
| 6. How will you maintain a high level of professionalism each day in this business?   | ① | 0 |
| 7. How do you intend to recruit and retain high quality employees?  | ① | 0 |
| 8. How will you provide a safe, clean, and friendly place to do business?   | ① | 0 |
| 9. How would you deal with an irate customer?   | ① | 0 |
| 10. What training or advice do you, or will you, give to your employees for dealing with irate customers?   | ① | 0 |
| 11. How will you meet the expectations of the Ohio Bureau of Motor Vehicles?  | ① | 0 |
| 12. Why should the Ohio Bureau of Motor Vehicles consider you for a deputy registrar license agency contract?   | ① | 0 |
| 25. Form 3.10(A) (B) or (C) – Affidavit of Individual, Auditor/Clerk of Courts or Nonprofit Corporation   |   |   |
| A. Did proposer submit proper affidavit <b>without alteration</b> and does it <b>appear to be complete, accurate, and truthful</b> ?  | ③ | * |
| B. Is it the affidavit duly signed and notarized?   | ② | * |
| 26. Local Law Enforcement Report / Articles of Incorporation (AOI)  |   |   |
| A. No disqualifying convictions for individual / AOI for nonprofit corporation?   | ③ | * |
| B. No convictions (except minor traffic) / AOI for nonprofit corporation?   | ② | 0 |
| 27. BCI / FBI Criminal Background (WebCheck) Report / AOI for Nonprofit Corporation   |   |   |
| No disqualifying convictions for individual / AOI for nonprofit corporation?  | ⑤ | * |

**PERSONAL EVALUATION POINTS, Page 7 (Max. 27 Points)**

27

**PERSONAL EVALUATION**

**OK | NO**

28. Credit Report (issued in 2026) / Certificate of Good Standing for Nonprofit Corporation  
**\*Credit Reports are not required for County Auditors and County Clerks of Courts**

|  |   |   |
|--|---|---|
| A. Credit report submitted contains credit score?                                    | 2 | 0 |
| B. No tax liens (state or federal)?  | 3 | 0 |
| C. No judgments for the past 36 months? *  | 3 | 0 |
| D. *No bankruptcy filed or trusteeship imposed for the past 36 months?               | 2 | 0 |
| E. *No other negative items (charge-offs, collections, etc.) for the past 36 months? | 2 | 0 |
| F. *No negative items (pattern of delinquencies, etc.) for the past 60 months?       | 1 | 0 |

\* Exclude minor medical judgments and disputed items with good cause explanation.

29. The overall quality of this proposal is deemed to be of satisfactory or higher overall quality? (Note any deficiencies in comments area below or on page 1)

2 0

**PERSONAL EVALUATION POINTS, Page 8 (Max. 15 Points)**

15

NOTE: Score indicated "\*" may lead to disqualification OR contract contingency. Score "0" may lead to contract contingency.

Comments: \_\_\_\_\_  
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# OPERATIONAL EVALUATION (2026)

Phillip Tracey  
46-A / 26043  
Logan County, Bellefontaine  
BMV Site

| FORM | DESCRIPTION  | OK | NO |
|------|--|----|----|
| 4.0  | <b>Operational Checklist</b> – Maximum = 6 Points<br>(enter points recorded on bottom of Form 4.0) | 6  |    |
| 4.1  | <b>Appointment of Agency Managers</b>  |    |    |
|      | A. Deputy to Work at Least Twenty (20) Hours Per Week<br>Proposed Work Hours Per Week <u>20</u>    | 5  | *  |
|      | B. Appointment of Manager and Assistant OR Acceptable Statement                                    | 3  | 0  |
| 4.2  | <b>Experienced Employees Summary</b><br>Gave Acceptable Statement OR Provided Names                | 2  | 0  |
| 4.3  | <b>Staffing and Personnel Calculation</b>  |    |    |
|      | A. Hours Recommended: <u>134</u> Proposed: <u>172</u>  | 4  | *  |
|      | B. Work Hours and Pay Calculated Correctly   | 2  | 0  |
|      | C. Meets Minimum Wage Requirement<br>(2026 Ohio Minimum Wage Rate = \$7.25 or \$11.00 Per Hour)    | 1  | *  |
| 4.4  | <b>Start-Up Costs Calculation</b>  |    |    |
|      | A. Adequate and Accurate Personnel Costs   | 3  | 0  |
|      | B. Adequate and Accurate Site Preparation Costs  | 2  | 0  |
|      | C. Adequate and Accurate Rental Payments   | 2  | 0  |
|      | D. Total Required: \$ <u>17,984.49</u> On Deposit (Form 3.4): \$ <u>52,257.95</u>                  | 5  | *  |
| 4.5  | <b>Deputy Registrar Contract</b>   |    |    |
|      | A. Filled Out Completely and Properly  | 2  | 0  |
|      | B. Signed and Properly Notarized   | 3  | 0  |

OPERATIONAL EVALUATION POINTS (Max. 40 Points)

40

NOTE: Score indicated "\*" may lead to disqualification OR contract contingency. Score "0" may lead to contract contingency.

Comments:

|     | Evaluators' signatures   | Printed names            | Date           |
|-----|--------------------------|--------------------------|----------------|
| (1) | <u>Robert A. Fragale</u> | <u>Robert A. Fragale</u> | <u>2/27/26</u> |
| (2) |                          |                          |                |

Operational Evaluation (2026)

### 3.0 PERSONAL CHECKLIST

**PHILLIP BRIAN TRACEY**

Proposer's Full Legal Name \_\_\_\_\_

Proposer Number (BMV use only) \_\_\_\_\_

**INSTRUCTIONS:** You must submit one original of this form and all documents listed on this form as appropriate based on your status as a proposer (individual, county auditor, clerk of courts or nonprofit corporation). Even if you are submitting more than one proposal, only one original of these forms are required. Please submit via email in accordance with the RFP instructions.

| INDIVIDUAL  | ✓ | BMV | COUNTY AUDITOR OR CLERK OF COURTS                          | ✓ | BMV | NONPROFIT CORPORATION   | ✓ | BMV |
|---|---|-----|--|---|-----|---|---|-----|
| Form 3.0 Personal Checklist (this form)           | ✓ |     | Form 3.0 Personal Checklist (this form)                    |   |     | Form 3.0 Personal Checklist (this form)                         |   |     |
| Form 3.1 Personal Questionnaire                   | ✓ |     | Form 3.1 Personal Questionnaire                            |   |     | Form 3.1 Personal Questionnaire                                 |   |     |
| Form 3.2 Business and Employment Experience       | ✓ |     | Forms 3.2 Business and Employment Experience               |   |     | Forms 3.2 Business and Employment Experience                    |   |     |
| Form 3.3 Customer Service Experience              | ✓ |     | Form 3.3 Customer Service Experience                       |   |     | Form 3.3 Customer Service Experience                            |   |     |
| Form 3.4 Start-Up Cost Funds on Deposit           | ✓ |     | N/A  | X | 1   | Form 3.4 Start-Up Cost Funds on Deposit                         |   |     |
| Form 3.5 Political Contributions Report           | ✓ |     | N/A  | X | 1   | Form 3.5 Political Contributions Report Nonprofit Corporation   |   |     |
| N/A   | X | 1   | N/A  | X | 1   | Form 3.5 Political Contributions Report Chief Executive Officer |   |     |
| Form 3.6 Comprehensive Personnel Policy Agreement | ✓ |     | Form 3.6 Comprehensive Personnel Policy Agreement          |   |     | Form 3.6 Comprehensive Personnel Policy Agreement               |   |     |
| Form 3.7 Security Plan Agreement                  | ✓ |     | Form 3.7 Security Plan Agreement                           |   |     | Form 3.7 Security Plan Agreement                                |   |     |
| Form 3.8 Facility Maintenance Plan Agreement      | ✓ |     | Form 3.8 Facility Maintenance Plan Agreement               |   |     | Form 3.8 Facility Maintenance Plan Agreement                    |   |     |
| Form 3.9 Involved and Invested in Your Business   | ✓ |     | Form 3.9 Involved and Invested in Your Business            |   |     | Form 3.9 Involved and Invested in Your Business                 |   |     |
| Form 3.10(A) Affidavit of Individual              | ✓ |     | Form 3.10(B) Affidavit of Auditor or Clerk of Courts       |   |     | Form 3.10(C) Affidavit of Nonprofit Corporation                 |   |     |
| 2026 Credit Report                                | ✓ |     | N/A  | X | 1   | 2026 Certificate of Good Standing                               |   |     |
| 2026 Local Law Enforcement Report                 | ✓ |     | 2026 Local Law Enforcement Report                          |   |     | Articles of Incorporation                                       |   |     |
| 2026 WebCheck Receipt                             | ✓ |     | 2026 WebCheck Receipt                                      |   |     | N/A   | X | 1   |
| Pre-approval Statement for \$25,000 Bond          | ✓ |     | Current Bond with BMV added as Additional Insured or CORSA |   |     | Pre-approval Statement for \$25,000 Bond                        |   |     |
| INDIVIDUAL  |   |     | COUNTY AUDITOR OR CLERK OF COURTS                          |   |     | NONPROFIT CORPORATION   |   |     |

**Form 3.0, Personal Checklist (2026)**

### 3.1 PERSONAL QUESTIONNAIRE

1. List all location numbers for which the applicant intends to submit a proposal (limit six locations). Check the box underneath if proposing the location as a second site in addition to a current agency:

46-A      \_\_\_\_\_      \_\_\_\_\_      \_\_\_\_\_      \_\_\_\_\_      \_\_\_\_\_

\_\_\_\_\_      \_\_\_\_\_      \_\_\_\_\_      \_\_\_\_\_      \_\_\_\_\_      \_\_\_\_\_  
2. Full legal name of proposer PHILLIP BRIAN TRACEY

6. Proposer's driver's license number (nonprofit corporation N/A) \_\_\_\_\_

7. Spouse's name (nonprofit corporation N/A) DIANE M TRACEY

9. Are you proposing as the owner of a minority business enterprise (MBE)? No  Yes \_\_\_\_\_

10. Proposer is (check one and follow instructions):

An **individual person**. These forms are designed to be self-explanatory for Proposers proposing as individual persons. Answer all questions as they apply to you personally. If a question does not apply to you, enter "N/A" or "Not applicable";

\_\_\_\_\_ The **Clerk of Courts** of \_\_\_\_\_ County;

\_\_\_\_\_ The **County Auditor** of \_\_\_\_\_ County. Answer all questions as they apply to you and your position as Clerk of Courts or County Auditor. If a question does not apply to you or your position, enter "N/A" or "Not applicable";

\_\_\_\_\_ A **nonprofit corporation (NPC)**. An officer or an authorized agent should answer all questions and sign all documents on behalf of the NPC. The answers must refer to the NPC itself and not to the individual officers, agents, or employees of the NPC, unless otherwise specified. Many questions are not applicable to nonprofit corporations. To assist your responses, we have marked those questions "NPC N/A" meaning we believe the marked question is not applicable to most nonprofit corporations. Please answer all other questions unless clearly inapplicable.

11. A. Are you currently serving in elective public office, other than Clerk of Courts or County Auditor, either by election or appointment (includes precinct committee person)? (NPC N/A)  
 Yes \_\_\_\_\_ No

B. If YES, in what elective office are you serving? \_\_\_\_\_

C. If YES, date that you plan to leave this office? \_\_\_\_\_

12. A. Are you currently running for any elective public office. (including precinct committee person)? (NPC N/A)  
 Yes \_\_\_\_\_ No

B. If YES, what office? \_\_\_\_\_

13. A. Are you currently a deputy registrar?  
 Yes  No \_\_\_\_\_

B. If YES, on what date does your contract expire? JUNE 28, 2026

C. If YES, have you served as a deputy registrar continuously since January 1, 1992?  
 No  Yes \_\_\_\_\_

14. A. Is your spouse currently a deputy registrar? (NPC N/A)  
 Yes \_\_\_\_\_ No

B. If YES, on what date does your spouse's contract expire? \_\_\_\_\_

For the following three questions, **extended family** includes your spouse, parent, brother, sister, son, daughter, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, or daughter-in-law:

15. A. Does any member of your extended family currently hold a deputy registrar contract? (NPC N/A)  
 Yes \_\_\_\_\_ No

B. If YES, list their name, relationship to you, whether you share the same household, and date their contract expires here:

| Name  | Relationship | Same Household     | Contract Expires |
|-------|--------------|--------------------|------------------|
| _____ | _____        | Yes _____ No _____ | _____            |
| _____ | _____        | Yes _____ No _____ | _____            |
| _____ | _____        | Yes _____ No _____ | _____            |
| _____ | _____        | Yes _____ No _____ | _____            |

16. A. To the best of your knowledge, will any member of your extended family submit a proposal in response to this RFP? (NPC N/A)  
 Yes \_\_\_\_\_ No

B. If YES, list their name, relationship to you, and whether you share the same household:

| Name  | Relationship | Same Household |
|-------|--------------|----------------|
| _____ | _____        | Yes ___ No ___ |
| _____ | _____        | Yes ___ No ___ |
| _____ | _____        | Yes ___ No ___ |
| _____ | _____        | Yes ___ No ___ |

17. A. Is any member of your extended family employed by any subdivision of the Ohio Department of Public Safety? (NPC N/A)

Yes \_\_\_ No

B. If YES, list their name, relationship to you, and the date they became so employed:

| Name  | Relationship | Employment Date |
|-------|--------------|-----------------|
| _____ | _____        | _____           |
| _____ | _____        | _____           |
| _____ | _____        | _____           |
| _____ | _____        | _____           |

18. A. Have you completed the Political Contributions Report, Form 3.5? (NPC must submit one for NPC itself and one for its C.E.O.)

No \_\_\_ Yes

B. If "NO," are you applying as a Clerk of Courts or County Auditor? No \_\_\_ Yes \_\_\_

19. A. Are you an employee of the State of Ohio? (NPC N/A)

Yes \_\_\_ No

B. If "YES," will you resign, if appointed? No \_\_\_ Yes \_\_\_

20. Are you an insurance company agent, writing automobile insurance? (NPC N/A)

Yes \_\_\_ No

21. Has Proposer (including NPC and proposed office manager) been convicted within the past ten years of a crime punishable by death or imprisonment in excess of one year (felony), or any crime involving dishonesty or false statement?

Yes \_\_\_ No

22. As of the date of this certification does Proposer owe any overdue taxes, unemployment compensation contributions, social security payments, or workers' compensation premiums either to the State of Ohio or any political subdivision thereof, or to the federal government, or any other state or locality within the United States?

Yes \_\_\_ No

23. Is Proposer willing and able, if appointed, to maintain during the entire term of your contract a policy of business liability property damage, and theft insurance satisfactory to the Registrar and hold the Department of Public Safety, the Director of Public Safety, the Bureau of Motor Vehicles, and the Registrar of Motor Vehicles harmless upon claims for damages in accordance with Ohio Revised Code 4503.03(C)? (County Auditor/Clerk of Courts N/A)

No \_\_\_\_\_ Yes

24. Is Proposer bondable as outlined in Ohio Administrative Code 4501:1-6-01(B)?

No \_\_\_\_\_ Yes

25. Please provide the following information regarding your education. If applying as a NPC, please provide educational information for the individual who will manage the license agency business.

High school diploma?

No \_\_\_\_\_ Yes

High school name INDIAN LAKE HIGH SCHOOL

City LEWISTOWN State OHIO Zip 43333

College name CLARK STATE TECHNICAL COLLEGE

City SPRINGFIELD State OHIO Zip 45505

Major ACCOUNTING Degree awarded NONE

College name \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Major \_\_\_\_\_ Degree awarded \_\_\_\_\_

26. Computer experience. Does Proposer have any training or experience working with or using computers? (Incumbent deputy registrars may take credit for operating BMV computers. For nonprofit corporations, this question should be answered for computer systems operated or used in the nonprofit corporation's activities.)

No \_\_\_\_\_ Yes



28. Employment, management, supervisory, and business experience. Each Proposer's experience is one of the most important factors to be considered in the award of deputy registrar contracts. For the purposes of this RFP, experience gained prior to the year 1990 will not be evaluated or considered. Please provide a professional resume, in chronological order (no earlier than 1990), the positions you have held. If the position you held in 1990 was one you started before 1990, you may list that position and the date you actually started on your submitted resume. If you did not hold any position in 1990, please begin with the first position you held after 1990. If applying as a NPC, please provide a description of the fundraising, program, and charitable functions of the nonprofit corporation.

**FORM 3.2(A) BUSINESS OWNERSHIP EXPERIENCE  
FORM 3.2(B) MANAGEMENT AND/OR SUPERVISORY EXPERIENCE  
FORM 3.2(C) EMPLOYEE EXPERIENCE**

**Instructions**

It is important that you supply complete and accurate information about all relevant business ownership, management, supervisory, and employment experience so that the BMV will be able to verify that experience from independent sources. Generally, proposers receive the most consideration for service as a deputy registrar, second most consideration for service as a business owner, third most consideration for service as a manager or supervisor, fourth most consideration as a deputy registrar employee without management experience, and least consideration for other employment experience without any supervisory or management experience. Be sure to include as much detailed experience possible within the submitted professional resume.

**Nonprofit corporations** must report only the businesses and activities conducted by the nonprofit corporation itself on Form 3.2(A) Business Ownership Experience. If the nonprofit corporation has operated a deputy registrar agency, that information should be entered and submitted on one Form 3.2(A) Business Ownership Experience. Any other business activities (fundraising, charitable activities, etc.) should also be entered and submitted on a separate 3.2(A) Business Ownership Experience. Use a separate Form 3.2 for each separate business activity performed by the NPC and a separate Form 3.2(A) for each separate business activity performed by the NPC.

**Form 3.2(A) Business Ownership Experience.** Deputy registrars, nonprofit corporations, county auditors, clerks of courts, and individuals should use this form to report on businesses actually owned and operated by them.

**Form 3.2(B) Management and/or Supervisory Experience.** Individuals, county auditors, and clerks of courts should use this form to report management and supervisory experience performed by them. Service as a county auditor or clerk of court qualifies as management and supervisory experience.

**Form 3.2(C) Employee Experience.** Individuals, county auditors, and clerks of courts should use this form to report all other employment that did not include management or supervisory authority.

## FORM 3.2(A) BUSINESS OWNERSHIP EXPERIENCE

**Instructions.** Please fill out one of these forms 3.2(A) for each business you have owned. Do not use this form 3.2(A) for management, supervisory, or employee experience. If you have owned more than one business, submit a separate for 3.2(A) for each business owned. *Please make additional copies of this form as necessary.*

Proposer's name PHILLIP BRIAN TRACEY Company name Logan County License Bureau  
Company address 1365 County Road 32 N Ste 3 City Bellefontaine  
State Ohio Zip 43311 Telephone ( 937 ) 599-1210  
Type of business (deputy registrar, retail grocery, etc.) Deputy Registrar

Company's products and/or services Driver Licenses, Vehicle Registrations, State ID's,  
Voter Registrations, Driver Abstracts, Reinstatement Transactions

BUSINESS OWNER - Form of ownership (sole proprietor, partner, etc.): Sole Proprietor

1. Federal Tax ID Number: [REDACTED]
2. Percentage of business you owned: 100 % Hours worked weekly 20
3. Dates you operated this business: From: month 7 year 1998 To: month 1 year 2026
4. Is/was this business profitable? No        Yes ✓
5. Is/was this business your primary source of income and support? No        Yes ✓
6. Do/did you directly hire, evaluate, train, and discipline employees? No        Yes ✓
7. Do/did you directly manage employees on a daily basis? No        Yes ✓
- If you answered yes to question number 6, how many employees do/did you manage? 5
8. Have you ever developed a comprehensive business plan? No        Yes ✓

List at least one person, not a relative of yours, who can verify this experience. If we cannot contact at least one person to verify this experience, you will not receive any credit for it. (If you are a deputy registrar or deputy registrar employee, you may list BMV employees to verify that experience.)

| Name       | City       | State      | Zip        | Daytime Phone |
|------------|------------|------------|------------|---------------|
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]    |

## FORM 3.2(A) BUSINESS OWNERSHIP EXPERIENCE

**Instructions.** Please fill out one of these forms 3.2(A) for each business you have owned. Do not use this form 3.2(A) for management, supervisory, or employee experience. If you have owned more than one business, submit a separate for 3.2(A) for each business owned. *Please make additional copies of this form as necessary.*

Proposer's name PHILLIP BRIAN TRACEY Company name Hardin County License Bureau  
 Company address 1021 W Lima St Suite 101 City Kenton  
 State Ohio Zip 43326 Telephone ( 419 ) 675-2969  
 Type of business (deputy registrar, retail grocery, etc.) Deputy Registrar

Company's products and/or services Driver Licenses, Vehicle Registrations, State ID's, Voter Registrations, Driver Abstracts, Reinstatement Transactions

BUSINESS OWNER - Form of ownership (sole proprietor, partner, etc.): Sole Proprietor

1. Federal Tax ID Number: [REDACTED]
2. Percentage of business you owned: 100 % Hours worked weekly 20
3. Dates you operated this business: From: month 4 year 2025 To: month 1 year 2026
4. Is/was this business profitable? No        Yes ✓
5. Is/was this business your primary source of income and support? No        Yes ✓
6. Do/did you directly hire, evaluate, train, and discipline employees? No        Yes ✓
7. Do/did you directly manage employees on a daily basis? No        Yes ✓  
 If you answered yes to question number 6, how many employees do/did you manage? 4
8. Have you ever developed a comprehensive business plan? No        Yes ✓

List at least one person, not a relative of yours, who can verify this experience. If we cannot contact at least one person to verify this experience, you will not receive any credit for it. (If you are a deputy registrar or deputy registrar employee, you may list BMV employees to verify that experience.)

| Name       | City | State | Zip | Daytime Phone |
|------------|------|-------|-----|---------------|
| [REDACTED] |      |       |     |               |

\_\_\_\_\_ ( ) \_\_\_\_\_

### 3.2(B) MANAGEMENT AND/OR SUPERVISORY EXPERIENCE

**Instructions.** Please fill out one of these forms 3.2(B) for each separate management or supervisory job you have held. Do not use this form 3.2(B) for business ownership or regular employee positions. Use a separate form 3.2(B) for each management or supervisory position that you have held. *Please make additional copies of this form as necessary.*

Proposer's name PHILLIP BRIAN TRACEY Company name Farmers Banking Company/Americom Bank  
Company address 201 E Columbus Ave City Bellefontaine  
State Ohio Zip 43311 Telephone ( 937 ) 593-2010  
Type of business (deputy registrar, retail grocery, etc.) Banking

Management/supervisory duties Oversee the operations of 3 bank branches

MANAGER OR SUPERVISOR - Job title: Regional Banking Manager

1. Title of position Branch Manager Hours worked weekly? 40+
2. Dates this position was held: From: month June year 1989 To: month June year 1998
3. Do/did you directly hire, evaluate, train, and discipline employees? No  Yes
4. Do/did you directly manage/supervise employees on a daily basis? No  Yes   
If you answered yes to question number 4, how many employees do/did you manage? 20
5. Have you ever developed a comprehensive business plan? No  Yes

List at least one person, not a relative of yours, who can verify this experience. If we cannot contact at least one person to verify this experience, you will not receive any credit for it. (If you are a deputy registrar or deputy registrar employee, you may list BMV employees to verify that experience.)

| Name       | City | State | Zip | Daytime Phone |
|------------|------|-------|-----|---------------|
| [REDACTED] |      |       |     |               |
| [REDACTED] |      |       |     |               |
| [REDACTED] |      |       |     |               |

### 3.2(C) EMPLOYEE EXPERIENCE

**Instructions.** Please fill out one of these forms 3.2(C) for each and every separate job you have held as an employee. Do not use this form 3.2(C) for business ownership or jobs in which you had management or supervisory duties. Use a separate form 3.2(C) for each non-management and/or non-supervisory job held. *Please make additional copies of this form as necessary.*

Proposer's name PHILLIP BRIAN TRACEY Company name Farmers Banking Company/Americom Bank  
Company address 165 E Lake St City Lakeview  
State Ohio Zip 43331 Telephone ( ) \_\_\_\_\_  
Type of business (deputy registrar, retail grocery, etc.) Banking

EMPLOYEE - Job title: Computer Operator  
Hours worked weekly 40 Job duties Processed all the days banking transactions on the computer and prepare all of the days reports

Dates of this employment: From: month Dec year 1976 To: month June year 1989

Describe how and to what extent you provided high quality customer service at this position:

I had to work with the proof operators to process the checking, savings and loan documents that they provided. Once processed I had to insure everything balanced then provide all the necessary reports to employees and management as needed

List at least one person, not a relative of yours, who can verify this experience. If we cannot contact at least one person to verify this experience, you will not receive any credit for it. (If you are a deputy registrar or deputy registrar employee, you may list BMV employees to verify that experience.)

| Name       | City | State | Zip | Daytime Phone |
|------------|------|-------|-----|---------------|
| [REDACTED] |      |       |     |               |

### 3.3 CUSTOMER SERVICE EXPERIENCE

**Instructions.** Please give us a list of ideas you have to improve customer service at your deputy registrar agency. You will only receive full credit if you demonstrate sufficient customer service awareness.

- A. This is a list of ideas I have to improve customer service at my deputy registrar agency if I am awarded a contract (Please be specific) and/or this is an example of something I have done as part of my job or business to improve services for my customers (Please be specific):

I will always look for ways to improve customer service in the agency as well as soliciting ideas from my employees.

Ways I feel we provide services to help are we always put the stickers on plates for first time issuance.

We make up packets to provide to customers with a BMV5745, the acceptable documents list, and the BMV5760 list of questions to hand out for customers to bring back so that they are prepared and speed up their process if they have to return.

We put packets together for first time permit issuances with Next of Kin brochure, Fifty hour affidavits, Student driver clings, permit rules and distracted driver handouts, as well as the 5 minutes for life cards.

### 3.5 POLITICAL CONTRIBUTIONS REPORT

#### Instructions

**Instructions** You must report on the following page whether you and your immediate family together gave more than \$100.00 to any political party or to certain individual candidates during any one of the last three calendar years and so far this year.

**"Immediate family"** means you, a spouse residing with you, and any dependent children. You must add together all contributions you, your spouse, and your dependent children made to each separate party or each separate candidate during each calendar year.

**"Political party"** means each separate political party and includes any political action committee (PAC) and any "continuing association" which are connected to that political party. "Political party" includes all levels of that party, federal, state, county, and local.

**"Candidate"** includes both the candidate and any of that candidate's campaign committees. You must report only for candidates for the following offices: Ohio governor, attorney general, secretary of state, treasurer of state, auditor of state, state senator or state representative. You are not required to report any contributions to federal, county, local, or judicial candidates.

**"More than \$100.00"** means any amount exceeding \$100.00, starting with \$100.01. A contribution of exactly \$100.00 or less is acceptable. Contributions include the value of any "in-kind" contributions.

**County Auditors and Clerks of Court are exempt** from this requirement and need not file this Report of Political Contributions.

**Nonprofit Corporations** must submit one report for the nonprofit corporation itself and one report for the chief executive officer (C.E.O.) who has, or will have, primary responsibility for the nonprofit corporation's operation of the deputy registrar agency. There is only one copy of this report in this package. Nonprofit corporations must make a second copy and submit one copy for the nonprofit corporation itself and one for the C.E.O. who will be responsible for the operation of the deputy registrar agency.

Name: \_\_\_\_\_

Title (if officer of nonprofit corporation): \_\_\_\_\_

**(A nonprofit corporation must submit two separate reports: one for the nonprofit corporation itself, and one for its chief executive officer)**

**Did you and your immediate family together give more than \$100.00 to any of the following during any one of the years listed? You must place a check mark "✓" in the appropriate box, "yes" or "no" for each category and year separately.**

| RECIPIENT  | JAN 1 - DEC 31<br>2023 |    | JAN 1 - DEC 31<br>2024 |    | JAN 1 - DEC 31<br>2025 |    | 2026<br>To Date |    |
|--|------------------------|----|------------------------|----|------------------------|----|-----------------|----|
|  | Yes                    | No | Yes                    | No | Yes                    | No | Yes             | No |
| Democratic Party including PACs and Associations |                        | ✓  |                        | ✓  |                        | ✓  |                 | ✓  |
| Republican Party including PACs and Associations |                        | ✓  |                        | ✓  |                        | ✓  |                 | ✓  |
| Any other Party including PACs and Associations  |                        | ✓  |                        | ✓  |                        | ✓  |                 | ✓  |
| Governor, Candidate and Committee                |                        | ✓  |                        | ✓  |                        | ✓  |                 | ✓  |
| Attorney General, Candidate and Committee        |                        | ✓  |                        | ✓  |                        | ✓  |                 | ✓  |
| Secretary of State, Candidate and Committee      |                        | ✓  |                        | ✓  |                        | ✓  |                 | ✓  |
| Treasurer of State, Candidate and Committee      |                        | ✓  |                        | ✓  |                        | ✓  |                 | ✓  |
| Auditor of State, Candidate and Committee        |                        | ✓  |                        | ✓  |                        | ✓  |                 | ✓  |
| State Senator, Candidate and Committee           |                        | ✓  |                        | ✓  |                        | ✓  |                 | ✓  |
| State Representative, Candidate and Committee    |                        | ✓  |                        | ✓  |                        | ✓  |                 | ✓  |

**Form 3.5, Political Contributions Report (2026)**

### 3.6 PERSONNEL POLICY

A comprehensive personnel policy must be readily available and presented upon request. Items needing covered within the agency's comprehensive personnel policy are listed below.

Do you agree to provide a comprehensive personnel policy, if requested, that covers the listed items?

No \_\_\_\_\_ Yes

COMPREHENSIVE PERSONNEL POLICY MUST INCLUDE PROVISIONS FOR:

|   |
|---|
| HIRING EMPLOYEES WITH DEPUTY REGISTRAR AGENCY EXPERIENCE                      |
| EQUAL EMPLOYMENT OPPORTUNITY  |
| EMPLOYEE TRAINING BY THE DEPUTY REGISTRAR                                     |
| PARTICIPATION IN BMV PROVIDED TRAINING  |
| DOCUMENTED PERIODIC EMPLOYEE PERFORMANCE EVALUATIONS<br>(ANNUAL AT A MINIMUM) |
| LIST OF GROUNDS FOR DISCIPLINE OR DISMISSAL                                   |
| PROGRESSIVE DISCIPLINARY ACTION   |
| DRESS CODE WITH LISTS OF ACCEPTABLE AND UNACCEPTABLE ATTIRE                   |
| POLICY FOR MAINTAINING PROFESSIONAL APPEARANCE                                |
| FRINGE BENEFITS   |

### 3.7 SECURITY PLAN SUMMARY

If you are awarded a contract, you will be required to adopt a security plan to assure that agency employees, patrons, other citizens, equipment, and consigned inventory will be protected from harm (your plan should detail how you intend to address the items listed below).

If you are awarded a contract, do you agree to provide all of the following?

Yes  No

|   |
|---|
| ELECTRONIC ALARM SYSTEM   |
| ALARM SYSTEM MONITORED 24 HOURS, OFF-SITE                                     |
| ALARM SYSTEM REPORTS OFF-SITE IF WIRES ARE CUT OR TAMPERED                    |
| ADEQUATE ALARM MONITORED PANIC/HOLD BUTTONS                                   |
| MOTION DETECTORS CONNECTED TO ALARM SYSTEM                                    |
| ALARM MONITORED DOOR CONTACT ON ALL EXTERIOR DOORS                            |
| ALARM MONITORED CONTACTS ON ALL EXTERIOR WINDOWS                              |
| VIDEO RECORDING CAMERA SURVEILLANCE SYSTEM                                    |
| A SAFE OR SECURE LOCKING CABINET  |
| A SECURED STORAGE ROOM WITH ALARM MONITORED CONTACTS ON DOOR(S) AND WINDOW(S) |
| A CROSS CUT SHREDDER  |
| SECURELY LOCK ALL DOORS AND WINDOWS WHEN OUTSIDE BUSINESS HOURS               |
| SMOKE, FIRE <del>X</del> AND CARBON MONOXIDE DETECTION DEVICES                |
| INTERIOR/EXTERIOR MOTION ACTIVATED SECURITY LIGHTS                            |

**Note:** For Deputy Provided Sites, the deputy registrar shall install and maintain an approved alarm system. At BMV Controlled Sites, either the BMV or the deputy registrar will install an approved alarm system, which will be maintained by the deputy registrar.

### 3.8 FACILITY MAINTENANCE PLAN SUMMARY

If you are awarded a contract you will be required to adopt a facility maintenance plan, including provisions for maintaining the deputy registrar agency premises. Your plan should detail how you intend to address the items listed below.

If you are awarded a contract, do you agree to be responsible for the following either on your own, through your lease or sublease, or by separate contract:

No \_\_\_\_\_ Yes

|   |
|---|
| <b>OUTDOOR BUILDING MAINTENANCE</b>   |
| <b>KEEP OUTDOOR AREA FREE OF TRASH AND DEBRIS</b>                             |
| <b>PROVISION TO ASSURE PROMPT SNOW AND ICE REMOVAL</b>                        |
| <b>CLEANING INSIDE OF AGENCY INCLUDING EQUIPMENT</b>                          |
| <b>PROVISION FOR INSIDE/OUTSIDE MAINTENANCE</b>                               |
| <b>PROVISION FOR PROFESSIONAL CARPET/FLOOR CLEANING (MIN. OF ONCE A YEAR)</b> |
| <b>PROVISION FOR REPAINTING AND/OR COSMETIC UPDATES</b>                       |
|   |

### 3.9 INVOLVED AND INVESTED IN YOUR BUSINESS

**Instructions:** Answer all of the following questions to the best of your ability. Please be concise and attempt to limit each answer to seventy-five (75) words or less. Include attachment(s) if more space is needed to answer any of the questions.

1. How do you plan to manage, be responsible, and be accountable for this business at all times?

As the owner I have a vested interest in the business and plan to be present in the office as much as possible to work with the employees to answer any questions that may arise. I also will make sure all paperwork is processed and work with the field rep to insure if they find any deficiencies that I work with the staff to work to make sure they get resolved.

2. How will you ensure that all laws, rules, guidelines and procedures are followed, at all times, specifically with regard to issuing and renewing driver's licenses, identification cards, and vehicle registrations?

I will work with all the employees to make sure they understand the importance of the job as it relates to following all laws, rules and regulations as set forth by the State and the BMV. We will make sure all employees read and understand all broadcasts and myself and the office manager will work with all the employees to insure they are following all these laws and guidelines and that they understand the consequences of not adhering to all the laws and guidelines.

3. What measures will you put in place to detect, deter, and prevent fraud?

We check the paperwork to make sure the employees are following all guidelines, there are security cameras in place monitoring the work area. I or the office manager will routinely balance employees tills at least once a week usually more often to make sure all monies are accounted for.

4. The Bureau of Motor Vehicles routinely issues new and/or revised policy and procedural changes through email broadcasts to the deputy registrars. How will you ensure that policies and procedures are communicated to the staff and followed on a daily basis?

When the broadcasts are received, all employees are required to read and initial that they have read the broadcast and understand its contents. We will ask if they have any questions concerning its contents. The same with e-mail notifications. The office manager or I once we receive these will review the contents and print these out to share with the staff to let them know of any changes to policies or procedures that were not communicated in a broadcast.

5. How will you demonstrate good leadership to your employees?

I have always told my employees that I will not ask them to do a job that I have not done myself. I also try to be in the office as much as possible and help out with daily transactions, running a window, helping deal with customer complaints or irate customers as much as possible.

6. How will you maintain a high level of professionalism each day in this business?

I feel that by being present in the office, being willing to work and do the same job that they are being asked to do and being willing to step in if problems arise to show that they always have my full support as their employer and value the job they are doing for me.

7. How do you intend to recruit and retain high quality employees?

I try to look for people that have had customer service experience in the past so that they know how to work with the public. I also look for employees that have possibly had management or leadership roles where they have worked before and if lucky enough to find employees that have had experience working in a license agency before.

8. How will you provide a safe, clean and friendly place to do business?

I try to be very visible in the office not just setting in the back office. We sweep and vaccum the floors on a daily basis. We wipe down the counters every day, wipe the vision screeners after customer use or ask the customers with wipes provided. I try to make sure all customers are greeted and waited on in a friendly and professional manner.

9. How would you deal with an irate customer?

I always try to reinforce with my employees that the customer is not mad at them if they are irate they are mad about the situation wether it is the fact that they don't have the proper documentation, or have been suspended and don't know why or how to get it resolved. We just have to listen to them, try to determine what steps we can take to provide to either get their transaction processed or provide them with the necessary steps and documents needed to take care of their situation.

10. What training or advice do you, or will you, give to your employees for dealing with irate customers?

I will reinforce the need to be an active listener. We have to understand what the problem is or perceive it to be, then try to resolve it. I will also remind them that if they feel uncomfortable to call on either myself or the office manager to assist in any situation..

11. How will you meet the expectations of the Bureau of Motor Vehicles?

I have always and will always try to provide the best service possible to our customers. This can only be done by me being an active participant in all that goes on in my office, by trying to treat my employees fairly and with respect while at the same time expecting them to provide friendly and professional service to the customers. By working together as a team following all the guidelines of the BMV and not be willing to deviate from them, it is the only way we can be successful.

12. Why should the Bureau of Motor Vehicles consider you for a deputy registrar license agency contract?

I believe that I have proven that I can offer high quality service to the customers of the BMV, that I will always strive to insure that my employees strive to do the same thing. I know that we will not always be able to make every customer happy, we can only try to provide them with the best service possible and as quickly and efficiently as possible while following all laws and regulations.

**3.10(A) AFFIDAVIT OF INDIVIDUAL**

(Not to be used by County Auditors, Clerks of Courts or Nonprofit Corporations)

County of \_\_\_\_\_ :

State of Ohio \_\_\_\_\_ :

I, PHILLIP BRIAN TRACEY, being first duly sworn, depose and say that:

- 1) I am submitting my proposal for appointment as deputy registrar in my own individual capacity, and not as an agent, representative, partner, or business associate of any kind whatsoever of any other person or persons;
- 2) If appointed, I will serve as a deputy registrar in my own individual capacity, and will not act as an agent, representative, partner, or business associate of any kind whatsoever of any other person or persons;
- 3) If appointed as deputy registrar, I will not assign my deputy registrar contract, in whole or in part, nor any of my deputy registrar's responsibilities to any other person or persons without the advance written consent of the Registrar;
- 4) If appointed as a deputy registrar, I will fully comply with all requirements set forth by the Registrar. I will not serve as an office manager of any deputy registrar agency other than my own; nor will I permit any other deputy registrar, the spouse of any deputy registrar, or the parent, child, brother, or sister of any deputy registrar living in the same household as the deputy registrar to operate my deputy registrar agency, directly or indirectly. I understand that I may hire the spouse, parent, child, brother, or sister of any deputy registrar as an employee, provided that I maintain control of my deputy registrar agency;
- 5) To the best of my knowledge and belief, I am fully qualified to serve as a deputy registrar, and there is no provision of the Ohio Revised Code or the Ohio Administrative Code which would make me ineligible to serve as a deputy registrar; and,
- 6) I have caused to be prepared, have read, and take full responsibility for, all forms and documents submitted with this proposal. All information is true, accurate, and complete to the best of my knowledge and belief. This affidavit is submitted by me for the purpose of obtaining a deputy registrar contract.

Signature of proposer: Phillip B Tracey

Printed/typed name of proposer: PHILLIP BRIAN TRACEY

Sworn to and subscribed in my presence by the above named Phillip Brian Tracey

on this 3 day of February, 2026

[Signature]  
Notary Public

Printed name of Notary Public: Alexandra S Glauner

My commission expires: 12-10-2029

ALEXANDRA J GLAUNER  
Notary Public  
State of Ohio  
My Comm. Expires  
December 10, 2029



## 4.0 OPERATIONAL CHECKLIST

Proposer's Full Legal Name PHILLIP BRIAN TRACEY

Location Number 46-A

Proposer Number (BMV use only) \_\_\_\_\_

**INSTRUCTIONS:** You must submit one original of this form and all documents listed on this form **FOR EACH SITE YOU ARE PROPOSING.**

| FORM | DESCRIPTION  | X | BMV |
|------|--|---|-----|
| 4.0  | Operational Checklist (this form)                      | ✓ |     |
| 4.1  | Appointment of Agency Managers                         | ✓ |     |
| 4.2  | Experienced Employees Summary                          | ✓ |     |
| 4.3  | Staffing and Personnel Costs Calculation               | ✓ |     |
| 4.4  | Start-Up Costs Calculation Amount: \$ <u>17,984.49</u> | ✓ |     |
| 4.5  | Deputy Registrar Contract (2 pages only)               | ✓ |     |
|      |  |   |     |

### 4.1 APPOINTMENT OF AGENCY MANAGERS

Proposer's name: PHILLIP BRIAN TRACEY

Location number: 46-A

- (A) DEPUTY REGISTRAR: As deputy registrar, I agree to work in the agency at least 20 hours per week during the hours the agency is open to the public for business throughout the entire term of the contract. I understand that the minimum requirement for deputy registrars is twenty (20) hours per week during the hours the agency is open for business. This twenty-hour requirement does not apply to County Auditors/Clerks of Courts, nonprofit corps., or deputy registrars operating multiple locations (assessed as received).
  
- (B) OFFICE MANAGER: I understand and agree that I must appoint either myself or another reliable person to serve as the office manager for the agency, and that the office manager must be scheduled to work at the agency at least thirty-six (36) hours per week during the hours the agency is open to the public for business. It is my intention to:  
 Appoint myself as the office manager and work at least thirty-six hours per week during the hours the agency is open to the public for business.  
 Appoint another reliable person to serve as the office manager to work at least thirty-six hours per week during the hours the agency is open to the public for business.
  
- (C) ASSISTANT OFFICE MANAGER: I understand and agree that I must appoint a reliable person to be responsible for the management of the agency in the absence of myself and the agency office manager during the hours the agency is open to the public for business.
  
- (D) OTHER EMPLOYEES: I agree to maintain an accurate and current roster of my office manager, assistant office manager, and all other employees and their work schedules, as well as my own work schedule, on file and available for inspection by BMV employees at all times. I also agree to notify the BMV in writing immediately of any changes in the appointment of the office manager or assistant office manager, and to keep the employee roster complete and current.

Phillip B Tracey  
Deputy registrar (proposer) signature

Date: JANUARY 26, 2026

## 4.2 EXPERIENCED EMPLOYEES SUMMARY

Proposer's name: PHILLIP BRIAN TRACEY

Location number: 46-A

(A) HIRING EXPERIENCED EMPLOYEES. I certify that if I am appointed as a deputy registrar under contract with the Registrar of Motor Vehicles, I will make every good faith effort to hire and retain qualified employees who have relevant experience working in a deputy registrar agency. I agree to make bona fide offers of employment at comparable wages and under comparable conditions to their most recent deputy registrar employment experience.

(B) CHECK WHICHEVER APPLIES:

I HAVE NOT BEEN A DEPUTY REGISTRAR OR DEPUTY REGISTRAR EMPLOYEE. I have not yet identified any prospective employees who have relevant deputy registrar experience. However, if awarded a contract, I will make every reasonable effort to identify and hire, if possible, qualified employees who have relevant experience working in a deputy registrar agency. **Please do not contact any deputy registrar employees until after you have been awarded a contract.**

I AM OR HAVE BEEN A DEPUTY REGISTRAR OR DEPUTY REGISTRAR EMPLOYEE. I have identified the following persons to whom I will make a bona fide offer of employment at comparable wages and under comparable conditions to their present employment. (A deputy registrar or a proposer who has deputy registrar employment experience may list himself or herself here):

| Name of Experienced Employee | Length of Experience |
|------------------------------|----------------------|
| PHILLIP B TRACEY             | 27 YEARS             |
| ALEXANDRA J GLAUNER          | 11 YEARS             |
| MICHELLE N ANDERSON          | 4 YEARS              |
| SHAYLA EN FLAGLER            | 1 YEAR               |
| MICHELLE L SHOFFNER          | 1 YEAR               |

(C) I understand that failure to hire properly qualified and experienced deputy registrar employees is grounds to withhold or terminate my deputy registrar contract.

Phillip B Tracey  
Deputy registrar (proposer) signature

Date: JANUARY 26, 2026

### 4.3 STAFFING AND PERSONNEL CALCULATION

Proposer's name: PHILLIP BRIAN TRACEY Location number: 46-A

**Instructions.** Use this form to project the number of hours the deputy registrar, office manager, assistant office manager, and all other experienced (if known) and/or new hire employees will work, the projected hourly wages paid, and the weekly and monthly payroll costs.

The deputy registrar shall be regularly scheduled and on duty at the license agency at least twenty (20) hours per week, during regular business hours. This twenty-hour requirement does not apply to nonprofit corps., county auditors/clerks of court, or deputy registrars operating multiple locations (assessed as received). The deputy registrar shall appoint a full-time office manager, who shall be either the deputy registrar or a full-time employee with responsibility for management of the agency. The office manager shall be regularly scheduled, and shall work at least thirty-six (36) hours per week during regular business hours. The deputy registrar shall also designate an assistant office manager who shall supervise the agency in the absence of the deputy registrar and the full-time office manager.

The projected total weekly work hours for the deputy registrar and all employees should equal or exceed the minimum staffing recommended for the Class Size Agency as prescribed in the Agency Specifications.

In accordance with the standards established by the United States Department of Labor, Wage and Hour Division; Ohio Constitution; and Ohio Department of Commerce; all license agency employees must be paid at least the current minimum wage rate of \$7.25 per hour by businesses with gross receipts of less than \$405,000 per year and \$11.00 per hour by businesses with gross receipts of \$405,000 or more per year.

The deputy registrar need not list any salary or wages for the deputy's own service as deputy registrar or as the office manager.

**Caution. For deputy registrars who also serve as the office manager, be careful not to duplicate hours worked.**

| EMPLOYMENT POSITION  | PROJECTED HOURS PER WEEK | PROJECTED HOURLY RATE | PROJECTED WEEKLY PAY | PROJECTED MONTHLY PAY (weekly x 4) |
|--|--------------------------|-----------------------|----------------------|------------------------------------|
| Deputy Registrar   | 20.00                    | N/A                   | N/A                  | N/A                                |
| Office Manager<br>(leave blank if the Deputy Registrar is also the Office Manager) | 36.00                    | \$ 30.00              | \$ 1,080.00          | \$ 4,320.00                        |
| Assistant Office Manager   | 40.00                    | \$ 22.00              | \$ 880.00            | \$ 3,520.00                        |
| Experienced Employees<br>Total Number (combine Full-time & Part-time) = <u>2</u>   | 76.00                    | \$ 20.00              | \$ 1,520.00          | \$ 6,080.00                        |
| New Hire Employees<br>Total Number (combine Full-time & Part-time) = _____         |                          |                       |                      |                                    |
| <b>TOTALS</b>  | <b>172.00</b>            | <b>N/A</b>            | <b>\$ 3,480.00</b>   | <b>\$ 13,920.00</b>                |

## 4.4 START-UP COSTS CALCULATION

Proposer's name: PHILLIP BRIAN TRACEY Location number: 46-A

The purpose of this form is to assure the BMV that you are financially able to cover the costs of beginning a deputy registrar business. We need to know that you have enough financial resources to cover your personnel, site preparation, and site rental costs.

### 1. PERSONNEL COSTS (FOUR WEEKS)

Use Form 4.3 to calculate four (4) weeks' personnel costs for this location.

\$ 13,920.00

### 2. SITE PREPARATION COSTS (AMORTIZED)

A. **If this is a Deputy Provided Site**, calculate and enter the actual projected costs you will need to spend to prepare the building for use as a deputy registrar agency in each of the following categories:

|                           |    |                             |
|---------------------------|----|-----------------------------|
| 1. Building Modifications | \$ | <u>                    </u> |
| 2. Counter Costs          | \$ | <u>                    </u> |
| 3. Other Costs            | \$ | <u>                    </u> |
| 4. Total                  | \$ | <u>                    </u> |

Total amortized over 60 month contract period  
(Divide line 4 by 60) = \$                     

B. **If this is a BMV Controlled Site**, enter the information contained in the Agency Specifications for this location. **Do not change the information from the Agency Specifications.**

\$ 0

### 3. AGENCY RENTAL PAYMENTS (3 MONTHS)

A. **If this is a Deputy Provided Site**, enter the actual amount you will pay to rent or lease this site.

B. **If this is a BMV Controlled Site**, enter the estimated rent listed in the Agency Specifications for this site. **Do not change the amount listed.**

One month's rent: \$ 1,354.83 x 3 = \$ 4064.49

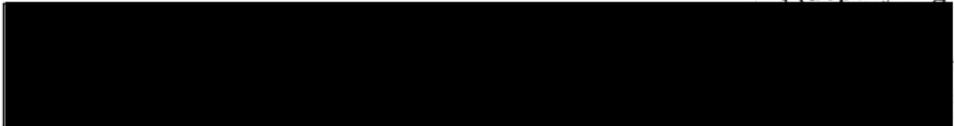
### TOTAL START-UP COSTS

[four weeks' personnel costs, plus one month's amortized site preparation costs (2.A total amount or 2.B BMV Controlled Site amount), plus three months' rent]

\$ 17,984.49

**STATE OF OHIO**  
**DEPARTMENT OF PUBLIC SAFETY**  
**BUREAU OF MOTOR VEHICLES**  
**DEPUTY REGISTRAR CONTRACT - 2026**

This Agreement is made by and between the Registrar of Motor Vehicles, (Registrar, herein), located at 1970 West Broad Street, Columbus, Ohio 43223-1102 and PHILLIP BRIAN TRACEY, (deputy registrar, herein) whose



to operate a deputy

registrar agency, Location No. 46-A, to be located as follows: in the State of Ohio, County of LOGAN City/Village/Township (indicate which) TOWNSHIP of HARRISON Street address: 1365 COUNTY ROAD 32 N SUITE 3 (City) BELLEFONTAINE, Ohio (Zip) 43311

**WHEREAS**, the Registrar of Motor Vehicles, pursuant to section 4503.03, section 4507.01, and other applicable sections of the Ohio Revised Code, wishes to appoint and contract the above named person as deputy registrar for the above referenced location;

**WHEREAS**, the above named deputy registrar wishes to accept this appointment and contract as deputy registrar;

**NOW, THEREFORE, IT IS AGREED AS FOLLOWS:**

1. The Registrar hereby appoints the above named person as a deputy registrar subject to the 2026 Deputy Registrar Contract Terms and Conditions which are incorporated herein by reference;
2. The above named person hereby accepts appointment as a deputy registrar subject to the 2026 Deputy Registrar Contract Terms and Conditions incorporated herein by reference;
3. The term of this appointment and contract shall begin on the **28<sup>th</sup>** day of **June, 2026**, and shall end on the **28<sup>th</sup>** day of **June, 2031**, unless otherwise terminated as provided herein;

4. The deputy registrar is appointed and accepts appointment in the capacity of [state whether: "an individual," "County Auditor for (specify county)," "Clerk of Courts for (specify county)," or "a nonprofit corporation"]:

INDIVIDUAL

5. The Deputy Registrar certifies that he or she has read, understands, and hereby agrees to all of the 2026 Deputy Registrar Contract Terms and Conditions incorporated herein.

Phillip B Tracey  
Deputy Registrar signature

JANUARY 26, 2026  
Date

STATE OF OHIO :  
COUNTY OF LOGAN :

Before me, a notary public in and for said county and state, personally appeared the above named PHILLIP BRIAN TRACEY, who acknowledged that he or she did sign the foregoing instrument and that the same is his or her free act and deed.

IN WITNESS WHEREOF I have hereunto set my hand and official seal, this 3 day of February, 2026.

Alexandra J Glauner  
NOTARY PUBLIC



ALEXANDRA J GLAUNER  
Notary Public  
State of Ohio  
My Comm. Expires  
December 10, 2029

Printed name of Notary Public: Alexandra J Glauner  
My commission Expires: 12-10-2029

STATE OF OHIO  
DEPARTMENT OF PUBLIC SAFETY  
BUREAU OF MOTOR VEHICLES

BY: \_\_\_\_\_  
REGISTRAR OF MOTOR VEHICLES

Done at Columbus, Ohio, on  
\_\_\_\_\_