



Office of the Governor
United States Virgin Islands

**QUESTIONNAIRE
FOR
GOVERNOR'S NOMINEE FOR
DEPARTMENTS, AGENCIES, BOARDS & COMMISSIONS**

PLEASE READ THE FOLLOWING INSTRUCTIONS CAREFULLY BEFORE YOU COMPLETE THIS QUESTIONNAIRE.

- 1) **ALL questions must be fully and correctly answered and returned to the Office of Legal Counsel **within seven (7) business days of your receipt of the Questionnaire.****
- 2) Do not submit a resume instead of this Questionnaire.
- 3) If more than the allotted space on this form is required for a complete and full answer, please attach as many additional 8½ x 11 sheets as may be needed. At the top of each additional sheet put your name, "Office of the Governor, Office of Legal Counsel", and then reference the question number before each answer.
- 4) **The Questionnaire is in PDF Format. Please complete all responses clearly in black font color. Responses are NOT to be handwritten.**
- 5) Please do not hesitate to call the Office of Legal Counsel at Government House at (340) 774-0001 if you have any questions concerning this Questionnaire.

NOMINEE'S NAME: Averil E George

10. EMPLOYMENT RECORD: Please list, in chronological order, your complete employment record for the past ten (10) years, beginning with the present or most recent position. [Attach additional sheet(s), if necessary, and reference this question number]

Employer	Dates of Employment	Position	Address/Phone #	Supervisor
Government of the VI-Department of Human Services	Oct. 2023	Commissioner Designee	3011 Golden Rock, St. Croix, VI 340-718-2980	Honorable Governor Albert Bryan
Government of the VI-Dept. of Public Works	February 2021-Sept 2023	Asst. Commissioner/ HR Director	6002 Estate Anna's Hope St. Croix, VI 340-773-1290	Commissioner Derek Gabriel
Limetree Bay Refining, LLC	February 2019-February 2021	Financial Consultant	Estate Hope, St. Croix, VI 340-692-3000	
Government of the VI-Department of Labor	June 2018-January 2019	Commissioner Designee	4401 Sion Farm STE1 Christiansted, VI 340-773-1994	Former Governor Kenneth Mapp
Government of the VI-Division of Personnel	February 2015-June 2018	Assistant Director	3009 Orange Grove, St. Croix, VI 340-718-8588	Milton Potter
Pinnacle Services LLC	May 2012-January 2015	Audit Supervisor	1 Estate Hope St. Croix, VI	Kevin Morgan

11. GOVERNMENT EXPERIENCE:

A. List all federal, state, territorial or local government services, giving dates and type of service such as employee, boards, commissions, executive, legislative or judicial branches, consultant, voluntary service, part-time or honorary. [Attach additional sheet(s), if necessary, and reference this question number]

B. List and attach a copy of all service contracts you have held independently or been a party to with the Government of the Virgin Islands.

Department of Human Services - October 2023 - Present - Employee
Department of Public Works - February 2021- September 2023 - Employee
Department of Labor - June 2018-January 2019 - Employee
Division of Personnel - February 2015 - June 2018 - Employee
No Service Contracts

NOMINEE'S NAME: Averil E George

12. BUSINESSES AND FINANCIAL INTEREST: List all businesses (for profit or not for profit), real estate and trusts in which you have at least a 10% interest or control of assets or serve as an officer or member of a board with voting rights. [Attach additional sheet(s), if necessary, and reference this question number]

Averil E George - Business & Management Consulting - Business License - Voluntary Hold

13. QUALIFICATIONS: What in your opinion qualifies you to serve the People of the Virgin Islands in the position which the Governor has nominated you?

My solid foundation in Management, Finance, and HR, along with a proven track record of leadership and accomplishments qualifies me for this position. Also my extensive background, strategic insights, and capacity to drive results contributes to me being able to serve the people of the Virgin Islands.

SECTION II: HONORS AND ACCOMPLISHMENTS

14. MEMBERSHIPS: List all memberships and offices held in professional, fraternal, scholarly, civic, charitable, and other organizations.

Helping Our People Emerge (HOPE) - Vice President
Virgin Islands Basketball Federation - Treasurer
United Way of St. Croix - Former Chairman
Rotary Club of St. Croix West - Former Member Barron Spot Fun Club- PRO

15. BOARDS, COMMISSIONS, TRUSTS, ETC.: List all government or private sector boards, trusts, or fiduciary responsible positions on which you have served or are now serving.

None

16. HONORS AND AWARDS: List all scholarships, fellowships, honorary degrees, honor society memberships, and any other special recognition for outstanding service or achievement.

NOMINEE'S NAME: Averil E George

None

17. PUBLISHED WRITINGS: List all titles, publishers and dates of books, articles, reports, or other published materials you have written.

None

SECTION III: CHARACTER

18. Have you ever been the subject of a grand jury, police, and department of justice or any legally constituted government authority, investigation anywhere or at anytime?
 YES NO

If your answer is yes, please explain with details including date and location. [Attach additional sheet(s), if necessary, and reference this question number]

19. Have you ever been arrested in any geographical location for any offense, including traffic violations? YES NO

If yes, please explain with details including offense, date of location and disposition. [Attach additional sheet(s), if necessary, and reference this question number]

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20. Have you ever been convicted of a felony or a misdemeanor? YES NO
If yes, please explain with details including offense, date, location, and current status. [Attach additional sheet(s), if necessary, and reference this question number]

21. Is there now or has there ever been a judgment entered against you? YES NO
If the answer is yes, please explain with details on date, location and disposition or current status. [Attach additional sheet(s), if necessary, and reference this question number]

22. Have you ever been a respondent in any labor dispute or discrimination proceeding?
 YES NO

If the answer is yes, please explain with details on date, location and disposition or current status. [Attach additional sheet(s), if necessary, and reference this question number]

23. Have you ever been named as a party in any hearing, administrative, civil, and criminal, including Equal Employment Opportunity or sexual harassment? YES NO

If yes, please explain in detail, giving date, venue, agency, and the names of the other parties and the disposition. [Attach additional sheet(s), if necessary, and reference this question number]

NOMINEE'S NAME: Averil E George

24. Have you now or have you ever been a member of an organization or an associate of an individual advocating terrorism, overthrow of a government by force or the advocacy or subordination of any ethnic group or individuals? YES NO

If the answer is yes, please give details of dates, names of organizations, names of individuals and all pertinent circumstances. [Attach additional sheet(s), if necessary, and reference this question number]

25. Do you know of any individual, organization or group, which can be expected to oppose your nomination? YES NO

If the answer is yes, please list the individuals, organizations or groups by name and give the details of your belief for their opposition. [Attach additional sheet(s), if necessary, and reference this question number]

26. Do you have any outstanding and delinquent monetary obligations to the Government of the Virgin Islands or any other public or private entity, including but not limited to, personal income taxes, business taxes, real property taxes (commercial or residential), business license renewals, trade name renewals, annual reporting fees, professional organization dues, child support, judgments, debt

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Government of the Virgin Islands, includes but is not limited to the following departments, agencies and instrumentalities: the Bureau of Internal Revenue, Tax Assessor, Department of Justice Division of Paternity and Child Support, Board of Education, Economic Development Authority, U. S. Small Business Administration, Small Business Development Center, Police Department, Department of Licensing and Consumer Affairs, the Water and Power Authority, the Waste Management Authority, Department of Health, Department of Human Services

YES NO

If the answer is yes, please attach a detailed explanation of what outstanding and delinquent monetary obligations are owed, the reason for the delinquency, and the intended plan to bring the matter current.

SECTION IV: CONFLICT OF INTEREST

27. Please explain your understanding of "Conflict of Interest" as it applies to the position to which you have been nominated to serve the People of the Virgin Islands.

In the context of serving the People of the Virgin Islands, it is imperative to ensure that all decisions are made in the best interest of the public and the communities we serve. It is also my duty to avoid situations where a conflict of interest may arise and to recuse myself from any decisions where there may be a perceived or actual conflict. Upholding the highest ethical standards, including managing conflicts, is essential to the trust of the public.
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28. Do you own a business or real estate, or are you a partner or shareholder or affiliated in any way to sell or provide goods or services to the Virgin Islands Government?
 YES NO

If the answer is yes, please explain and give the name and location of these interest(s) and how you promise to remove yourself from any possible conflict. [Attach additional sheet(s), if necessary, and reference this question number]

NOMINEE'S NAME: Averil E George

29. Does any close relative or spouse have a business or real estate interest(s) as described in question 25? ___ YES X NO

If the answer is yes, please explain and give the name and location of these interest(s) and how you propose to remove yourself from any possible conflict. (Attach additional sheet(s), if necessary.)

SECTION V: JOB PERFORMANCE

30. In no more than 150 words, please outline in priority order your four (4) specific short-term and four (4) specific long-term goals and objectives you would employ to achieve the entity's purpose and improve its service delivery system if your nomination is confirmed for this position.

See Attachment.

31. Is there any additional information that you believe would assist the Committee on Rules and the Judiciary in processing your nomination expeditiously?

In regards to my nomination, I do find myself to be a strong manager and I am ready to take on the task of leading the Department of Human Services. I do have the governmental, HR, and managerial experiences along with fiscal background that can assist the Department in meeting it mandates.

NOMINEE'S NAME: Averil E George

**SIGNATURE, CERTIFICATION AND AUTHORIZATION
FOR
RELEASE OF INFORMATION**

Please read the following very carefully before you sign this document.

1. I understand that the information given in this Questionnaire will be investigated under all applicable laws.
2. I understand that any false statement on any part of this Questionnaire can be grounds for rejecting the confirmation of my nomination.
3. I hereby consent and authorize the release of information on my character, background, ability, financial indebtedness and fitness to serve the residents of the United States Virgin Islands by all government departments and agencies, especially **the Bureau of Internal Revenue, Tax Assessor, Department of Justice Division of Paternity and Child Support, Board of Education, Economic Development Authority, U. S. Small Business Administration, Small Business Development Center, Police Department, Department of Licensing and Consumer Affairs, if applicable**, employers, schools, all law enforcement agencies, and all other individuals and organizations, which may be deemed necessary, to authorized Committee on Rules and the Judiciary investigators, its staff and any other authorized employees of the Virgin Islands Government as may be required.
4. **CERTIFICATION:**
This is to certify and affirm that all the statements contained herein and in any supporting document or schedules or other such supporting documents or schedules executed at a later date as a part or addendum to this document are true and correct to the best of my knowledge and are made in good faith.

Signed this 13th day of Oct. 2023

Averil E. George

Nominee's Name [Print Clearly]

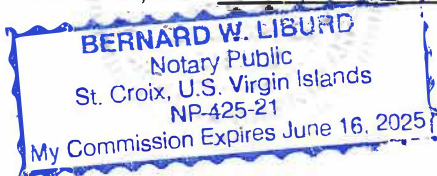
Averil E. George
Signature of Nominee

Sworn and subscribed before me this 13 day of OCTOBER, 2023

[Signature]
Notary Public of the U.S. Virgin Islands

[seal]

My commission expires: 06/16/2025



NOMINEE'S NAME: Averil E George

CERTIFICATION:

This is to certify and affirm that all the statements contained herein and in any supporting documents or schedules or other such supporting documents or schedules executed at a later date as a part or addendum to this document are true and correct to the best of my knowledge and are made in good faith.

Signed this 13th day of Oct 2023

Averil E. George

Nominee's Name [Print Clearly]

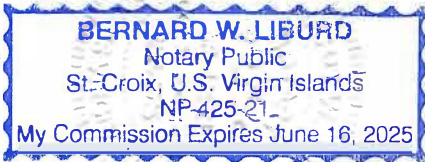
Averil E. George
Signature of Nominee

Sworn and subscribed before me this 13 day of OCTOBER, 2023

[Signature]
Notary Public of the U.S. Virgin Islands

[seal]

My commission expires: 06/16/2025



Averil E . George

“Office of the Governor, Office of Legal Counsel”

Question # 26.

Outstanding obligations to the Government of the Virgin Islands

- Bureau of Internal Revenue – Personal Income Tax - Payment plan in place
- Internal Revenue Service – Personal Income Tax – Payment plan in place

SECTION V: JOB PERFORMANCE

Question # 30.

Short Term Goals

1. Increase Staffing – Hire adequate staffing with priorities in the different program, leadership positions, and critically staffed units.
2. Restructure the Financial Division to allow us to be able to manage and spend our funds to obtain maximum efficiency and effectiveness. This includes digitalization of the fiscal operation, inclusive of vendor payments. Establishing tracking mechanism for all payments from requisitioning through payment.
3. Improvement of facilities to make sure employees are in a safe and suitable environment.
4. Improve Customer service experience inclusive of interactive training of staff.

Long term Goals

1. Digitize processes and offer all applications online via client portals which will reduce paper.
2. Establishment of a Procurement Unit to centralize our procurement process to handle and process all vendor contracts and improve payments. As well as establishing a tracking mechanism for all payments from requisitioning through payment.
3. Facilities – Having one consolidate facility in St Croix with two satellites Mid Island and an office in Christiansted and Frederiksted.
4. Completion of Construction Project inclusive of homes for the aged, multiple HeadStart facilities, and the Knud Hansen Build out.

