

**481—25.5(10A) Special consideration.** In addition to the above standards, the department may give consideration to other circumstances to determine eligibility. These are to ensure that only bona fide targeted group person-owned businesses are certified.

**25.5(1)** A previous or continuing employer-employee relationship between present owners will be carefully reviewed to ensure that the employee-owner has substantial management and decision-making responsibilities.

**25.5(2)** At the discretion of the department, on-site audits may be conducted to determine eligibility.