

**MERIT PROMOTION  
VACANCY ANNOUNCEMENT**

ABERDEEN AREA INDIAN HEALTH SERVICE  
DIVISION OF HUMAN RESOURCES  
FEDERAL BUILDING, RM. 309, 115-4TH AVENUE S.E.  
ABERDEEN, SOUTH DAKOTA 57401

**ABERDEEN AREA IHS IS A SMOKE FREE ENVIRONMENT**

October 1, 2008

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**POSITION:** Custodial Worker (TH2202)  
**#of positions:** 1

**LOCATION:** PHS Indian Health Care Center, Janitorial Dept.,  
Fort Thompson, South Dakota.

**BEGINNING SALARY:** WG-3566-02 \$10.88 Per Hour

**VACANCY NUMBER:** NP-08-0078-TH-MPP

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**OPENING DATE:** October 2, 2008

**CLOSING DATE:** October 22, 2008

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Applications and related documents must be received at the above address by **5:00 p.m.** on the closing date of this announcement. For information contact **Ms. Doris Byington Human Resource Specialist Placement** at **(605) 226-7399**. All applications are subject to retention; no requests for copies will be honored. Applications can be faxed to **(605) 226-7668**, **(NOT RESPONSIBLE FOR UNSUCCESSFUL TRANSMISSIONS)**. Applications by e-mail will be accepted. It is the responsibility of the applicant to submit a complete application.

**E-MAIL TO:** [doris.byington@ihs.gov](mailto:doris.byington@ihs.gov)

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**APPOINTMENT:**

Permanent  
 Not-To-Exceed The  
applicant selected for this  
position may be appointed  
to either a one year appoint-  
ment or an appointment in  
excess of one year, depending  
on the status of the applicant.

**WORK SCHEDULE:**

Full-Time  
 Part-Time  
 Intermittent  
 May include  
weekends and/or  
evenings

**AREA OF CONSIDERATION:**

IHS-Wide  
 DHHS-Wide

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**MOVING:** Travel may be paid provided all legal and regulatory requirements and travel regulations are met.

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**CONDITIONS OF EMPLOYMENT:**

ON-CALL  YES  NO \*call-back duty is defined as irregular or occasional work performed by an employee on a day when the work was not scheduled for the employee. This will require the employee to return to his/her place of employment within the specified timeframes.

**\*\*All applicants who have regular contact or control over Indian Children MUST submit the attached addendum to the Declaration for Federal Employment. Your application may not be considered for this designated childcare worker position if you do not complete and submit this form or if you answer, "Yes" to either of the two questions.**

[http://www.ihs.gov/JobCareerDevelop/CareerCenter/Vacancy/forms/child\\_protection.doc](http://www.ihs.gov/JobCareerDevelop/CareerCenter/Vacancy/forms/child_protection.doc)

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- **Must provide AVERAGE HOURS WORKED PER WEEK on application.**
  - **Applicants applying for the position may be required to be immunized, for measles and rubella, if he or she provides services or has contact with patients at the service units. Persons born before 1957 are not required to take the measles vaccine or provide proof of immunity. Special consideration may be allowed to individuals who are allergic to a component of a vaccine or have a history of severe reaction to a vaccine or who are currently pregnant.**

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**PROMOTION POTENTIAL:**  NO  YES to grade(s) GS- .

**SUPERVISORY/MANAGERIAL:**  NO  YES

\*\*may require one year probation\*\*

**\*\*Employment is contingent on a cleared suitable Background Investigation for the level required for your position.\*\***

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PREFERENCE IN FILLING VACANCIES IS GIVEN TO QUALIFIED INDIAN CANDIDATES IN ACCORDANCE WITH THE INDIAN PREFERENCE ACT (TITLE 25, U.S.C. CODE, SECTION 472 AND 473). THE INDIAN HEALTH SERVICE IS AN EQUAL OPPORTUNITY EMPLOYER. THE INDIAN HEALTH SERVICE HAS A ZERO TOLERANCE SEXUAL HARASSMENT POLICY, IHS CIRCULAR NO. 95-11, IN PLACE WHICH IT DISSEMINATES TO ITS EMPLOYEES.

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**WHO MAY APPLY FOR PERMANENT POSITIONS:** (1) Federal employees occupying a permanent position who have competitive civil service status or those who acquired comparable status as a result of serving in an IHS excepted service position on an Excepted appointment; (2) Indian Preference eligibles occupying a temporary position or unemployed; (3) Other sources, e.g., positions covered by severely handicapped; Reinstatement eligibles, etc; (4) Current permanent employees with Indian Preference may also apply under the

provisions of the Indian Health Service Excepted Service Examining Plan. Applicants must indicate on their application whether they are applying under the Merit Promotion Plan, Excepted Service Examining Plan, or both. Current IHS employees and those applicants eligible for reinstatement or transfer who do not indicate which procedures they are applying under will be considered under merit promotion only. "Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply."

**WHO MAY APPLY FOR TEMPORARY POSITIONS:** Applications will be accepted from most anyone if the position is temporary and will last one year or less. Applications will also be accepted from Indian Preference applicants if the appointment will be made in excess of one year. Non-Indians may apply for term positions provided he or she has status and the appointment can be made in the competitive service.

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**DUTIES AND RESPONSIBILITIES:** This position is located at the PHS Indian Health Center at Ft. Thompson, SD. The purpose of this position is to serve as a janitor in performing the full range of cleaning tasks in an assigned area following general instructions on the work to be accomplished. The incumbent maintains restrooms in a clean, orderly, and sanitary condition. Cleans, disinfects, and deodorizes urinals and toilet bowls. Cleans mirrors, sinks and water fountains, replaces deodorizers, toilet tissue, hand towels and soap. Notes condition of restrooms and reports to supervisor any broken windows, water leaks, clogged drains, clogged toilets, and other conditions requiring maintenance work. The incumbent also, dusts, waxes and polishes furniture; empties wastebaskets; polishes doorknobs and other metal fixtures. Washes walls, doors, and ceiling fixtures by use of ladders and scaffolds, may include changing light bulbs. The incumbent moves heavy furniture, supplies, and equipment. Maintains a stock of cleaning materials and equipment to perform the janitorial work. Notifies supervisor when more materials are needed or when equipment is in need of repair or replacement. Washes and dries examining tables daily. The incumbent insures that prescribed fire, safety, and security rules and regulations are followed. Insures that materials and equipment used are stored safely and are properly protected. Cleans offices, storerooms, hallways, waiting room area, examining rooms, etc., sweeps dry mops, scrubs, waxes and polishes floors, using brooms, mops, light and heavy types of vacuum cleaners, floor scrubbers and buffers. Uses various preparations to clean and maintain linoleum, wood, marble, and various kinds of floors, walls, and ceiling surfaces. Removes stains from a variety of surfaces, using chemicals and cleaning solutions. Vacuums and cleans rugs and carpets, using industrial type vacuum cleaners. Other duties as assigned.

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**QUALIFICATION REQUIREMENTS:** Candidate must meet qualification standards as specified in **OPM Operating Manual** (Qualification Standards for General Schedule Positions) and/or the Excepted Service Qualification Standard:

**Specialized Experience:** Experience that equipped the applicant with the particular knowledge, skills, and abilities (KSA's) to perform successfully the duties of the position, and that is typically in or related to the position to be filled. To be creditable, specialized experience must have been equivalent to at least the next lower grade level.

**EXCEPTED SERVICE QUALIFICATION REQUIREMENTS:** Same as above.

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Your description of work experience, level of responsibility, and accomplishments will be used to determine that you meet these requirements. Applicants who meet the basic qualification requirements and **selective factors described in this announcement** will be further evaluated by determining the extent to which their work or related experience, education, training, awards, outside activities, and performance appraisal, etc., indicate they possess the knowledge, skills, and abilities described below. All applicants should provide clear, concise examples that show level of accomplishment or degree to which they possess the KSA's either on their application/resume or as a separate attachment. The information provided will be used to determine the "best qualified" candidates.

**Failure to submit the supplemental questionnaire will result in not being considered for the position.**

**SUPPLEMENTAL QUESTIONNAIRE - KNOWLEDGE, SKILLS, AND ABILITIES:**

1. Ability to do the work of the position without more than normal supervision.
  2. Work practices.
  3. Ability to follow directions.
  4. Ability to use tools and equipment.
  5. Ability to work quickly and safely.
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**LEGAL AND REGULATORY REQUIREMENTS:** Candidates must meet time-after competitive appointment, time-in-grade, and qualification requirements by the closing date of the vacancy announcement, if applicable.

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**HOW TO APPLY:** Applicants must submit their applications to the Aberdeen Area Indian Health Service, Division of Human Resources, Federal Building, RM. 309, 115-4th Avenue, S.E., Aberdeen, South Dakota 57401. **ALL APPLICATIONS MUST INCLUDE ALL THE APPLICABLE DOCUMENTS:**

1. Applicants **MUST** submit ONE of the following: **a)** OF-612, Optional Application for Federal Employment; **b)** Resume; or **c)** any other written application format.
2. Current Performance Rating, if available.
3. Applicants **claiming Indian Preference MUST** submit along with their application, FORM BIA-4432, Verification of Indian Preference. **BIA FORM-4432 IS THE ONLY FORM OUR OFFICE WILL ACCEPT.** Current IHS employees of Aberdeen and Bemidji Areas need only indicate on their application that verification is on file in their Official Personnel Folder (OPF).
4. If you wish to substitute appropriate education for experience, you **MUST** submit your transcripts along with your application. If your education is appropriate for the position being filled then your education may be substituted for experience.
5. For current or former Federal employees, a copy of your latest Notification of Personnel Action (SF-50B).
6. **All applications for this position MUST include the attached "Addendum to Declaration for Federal Employment Indian Health Service Child Care & Indian Child Care Worker Positions" form (see attachment).**
7. **VETERAN'S PREFERENCE CERTIFICATION:** Form DD-214 indicating discharge and/or Form SF-15, claiming 10 point preference. Preference will not be allowed unless a copy of the DD-214 is attached to the application. Applicants claiming 10-point preference **MUST** complete an SF-15. *Application for 10-Point Veteran Preference.* Veterans who are still in the service **MAY BE** granted 5-points tentative preference on the basis of the information contained in their applications. **You MUST produce a DD-214 (Member 4 Copy) prior to the appointment to document entitlement to preference.** For information on Veteran's Preference, Please Visit: <http://www.opm.gov/veterans/html/vetsinfo.asp>

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#### **EMPLOYMENT OF PEOPLE WITH DISABILITIES:**

IHS provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify Alice LaFontaine, Staffing Officer, at (605) 226-7213. The decision on granting reasonable accommodation will be on a case-by-case basis.

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**APPLICATION INSTRUCTIONS FOR PUBLIC HEALTH SERVICE COMMISSIONED CORPS CANDIDATES:** Applicants should submit the following:

1. Copy of resume or curriculum vitae showing work experience, dates of employment, names and addresses of supervisors, include any education and other information reflecting individual qualifications for consideration.

Commissioned Corp Applicants claiming Indian Preference must submit BIA form 4432 and will be evaluated against existing applicable standards.

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**INFORMATION REQUIRED ON RESUMES AND OTHER APPLICATION FORMATS:** Resumes or other application formats must contain all of the information listed below in sufficient detail to enable the Personnel Office to make a determination that you have the required qualifications for the position. **Failure to include any of the information listed below may result in loss of consideration for this position. Additional information will not be solicited by this office.**

- a. Announcement Number, Title, and Grade of the job for which you are applying.
- b. Full name, mailing address (with zip code) and day/evening telephone numbers (with area codes).
- c. Social Security Number
- d. Country of citizenship
- e. Veteran's preference
- f. Highest Federal Civilian Grade held (give job series and dates held).
- g. High School - Name, City, State (with zip code), and date of diploma or GED.
- h. Colleges and Universities - Name, City, State (with zip code), majors, type and year of any degrees received (if no degree show total semester/quarter hours earned) (Attached transcripts).
- i. Work experience (paid/nonpaid)-Job title (include series and if Federal job), duties, responsibilities and accomplishments (*if you describe more than one type of work, i.e., carpentry and painting, or personnel and budget, write the approximate amount of time your spent doing each*), employer's name and address, supervisor's name and phone number, starting and ending dates (month/year), **AVERAGE HOURS WORKED PER WEEK**, and salary (beginning/ending).
- j. Indicate if we may contact your current and/or former supervisor.
- k. Job-related training courses, skills, certificates, registrations, and licenses (current only), honors, awards, and special accomplishments.

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**DO NOT SUBMIT POSITION DESCRIPTIONS. All material submitted for consideration under this announcement becomes the property of the Division of Personnel Management and is subject to verification. Careful consideration should be given to the information provided; fraudulent statements or any form of misrepresentation in the application process could result in loss of consideration for this position and or determination of unsuitability for Federal employment.** If position is **RE-ANNOUNCED**, please call the Division of Personnel Management as to status of application.

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#### **INFORMATION FOR DEPARTMENT OF HEALTH AND HUMAN SERVICES (DHHS) FOR SURPLUS OR DISPLACED EMPLOYEES REQUESTING SPECIAL SELECTION PRIORITY CONSIDERATION.**

If you are currently a DHHS employee who has received a Reduction in Force (RIF) separation notice or a Certificate of Expected Separation (CES) you may be entitled to special priority selection under the DHHS Career Transition Assistance Program (CTAP). To receive this priority consideration you must:

1. Be a current DHHS career or career-conditional (tenure group I or II) or be a current IHS excepted appointment (with no time limits) tenure group II excepted/competitive service employee who has received a RIF separation notice or a CES and, the date of the RIF separation has not passed and you are still on the rolls of the DHHS. You must submit a copy of the RIF separation notice or CES

along with your application.

2. Be applying for a position that is at or below the grade level of the position from which you are being separated. The position must not have a greater promotion potential than the position from which you are being separated.
  3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package.
  4. Be currently employed by the DHHS in the same commuting area (or nationwide for IHS employees GS-09 and above) of the position for which you are requesting priority consideration.
  5. File your application by the vacancy announcement closing date & meet all the application criteria (e.g., submit all required documentation etc.)
  6. Meet the basic qualifications for the position, any documented selective factor, and physical requirements with any reasonable accommodation and is able to satisfactorily perform the duties of the position without undue interruption.
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#### **INFORMATION FOR DISPLACED EMPLOYEES REQUESTING SPECIAL SELECTION PRIORITY CONSIDERATION UNDER THE INTERAGENCY CAREER TRANSITION ASSISTANCE PROGRAM (ICTAP).**

If you are a displaced federal employee you may be entitled to receive special priority selection under the ICTAP. To receive this priority consideration you must:

1. Be a displaced Federal employee. You must submit a copy of the appropriate documentation such as a RIF's separation notice, a letter from the Office of Personnel Management (OPM) or your agency documenting your priority consideration status with your application package. The following categories of candidates are considered displaced employees.
    - A. Current or former career or career-conditional (tenure groups I or II) competitive service employees who:
      1. Received a specific RIF separation notice; or
      2. Separated because of a compensable injury, whose compensation has been terminated, and whose former agency certifies that it is unable to place; or
      3. Retired with a disability and shows disability annuity has been or is being terminated; or
      4. Upon receipt of a RIF separation notice retired on the effective date of the RIF and submits a Standard Form 50 that indicates Retirement in lieu of RIF; or
      5. Retired under the discontinued service retirement option; or
      6. Was separated because he/she declined a transfer of function or directed reassignment to another commuting area.
    - OR**
    - B. Former Military Reserve or National Guard Technicians who are receiving a Special OPM disability retirement annuity under section 8337 (h) or 8456 of Title 5 United States Code.
  2. Be applying for a position at or below the grade level of the position from which you have been separated. The position must not have a greater promotion potential than the position from which you were separated.
  3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package. (This requirement does not apply to candidates who are eligible due to compensable injury or disability retirement).
  4. Occupy or be displaced from a position in the same local commuting area of the position for which you are requesting priority consideration.
  5. File your application by the vacancy announcement closing date & meet all the application criteria (e.g., submit all required documentation, etc.)
  6. Eligible applicants will be considered "well qualified" if their documented experience, knowledge, skill and abilities are comparable to or exceed that described at the acceptable level on the crediting plan for the position to be filled.
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#### **WHAT TO EXPECT NEXT:**

Once your complete application is received we will conduct an evaluation of your qualifications and determine your ranking. The most highly qualified candidates will be referred to the hiring manager for further consideration and possible interview. We expect to make a selection within 30 days of the issuance date of the selection rooster. **You will be notified of the outcome.**

**THE INDIAN HEALTH SERVICE IS AN EQUAL OPPORTUNITY EMPLOYER.**

**Addendum to Declaration for Federal Employment (OF 306)**  
**Indian Health Service**  
**Child Care & Indian Child Care Worker Positions**

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**Item 15a. Agency Specific Questions**

**Name:** \_\_\_\_\_ **Social Security Number:** \_\_\_\_\_  
(Please print)

**Job Title in Announcement:** \_\_\_\_\_ **Announcement Number:** \_\_\_\_\_

Section 231 of the Crime Control Act 1990, Public Law 101-647, requires that employment applications for Federal child care positions contain a question asking whether the individual has ever been arrested for or charged with a crime involving a child and for the disposition of the arrest or charge.

Section 408 of the Miscellaneous Indian Legislation, Public Law 101-630, contains a related requirement for positions in the Department of Health and Human Services that involve regular contact with or control over Indian children. The agency must ensure that persons hired for these positions have not been found guilty of or pleaded nolo contendere or guilty to certain crimes.

**To assure compliance with the above laws, the following questions are added to the Declaration for Federal Employment:**

1) Have you ever been arrested for or charged with a crime involving a child? YES \_\_\_ NO \_\_\_

[If YES, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name and address of the police department or court involved.]

2) Have you ever been found guilty of, or entered a plea of nolo contendere (no contest) or guilty to, any felonious or misdemeanor offense under Federal, State, or tribal law involving crimes of violence; sexual assault, molestation, exploitation, contact or prostitution; or crimes against persons; or offenses committed against children? YES \_\_\_ NO \_\_\_

[If YES, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name address of the police department or court involved.]

**I certify that (1) my response to these questions is made under penalty of perjury, which is punishable by fines of up to \$2,000 or 5 years imprisonment, or both; and (2) I have received notice that a criminal check will be conducted. I understand my right to obtain a copy of any criminal history report made available to the Indian Health Service and my right to challenge the accuracy and completeness of any information contained in the report.**

\_\_\_\_\_  
**Applicant's Signature (sign in ink)**

\_\_\_\_\_  
**Date**

Public Burden Statement: In accordance with Paperwork Reduction Act (5 CFR 1320.8 (b)(3), a Federal agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Respondents must be informed (on the reporting instrument, in instructions, or in a cover letter) the reasons for which the information will be collected; the way the information will be used to further the proper performance of the functions of the agency; whether responses to the collection of the information are voluntary, required to obtain a benefit (citing authority), or mandatory (citing authority); and the nature and extent of confidentiality to be provided, if any (citing authority). Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the necessary data, and completing and reviewing the collection information. Send comments regarding the burden estimate or any other aspect of this collection of information to the IHS PRA Information Collection Clearance Staff, 12300 Twin brook Parkway, Suite 450, Rockville, MD 20852.  
**Please do not send completed data collection instruments to this address.**

**SUPPLEMENTAL EXPERIENCE STATEMENT FOR CUSTODIAL WORKER POSITIONS**

**Below you will find a questionnaire, which you are requested to complete as part of you application for this position. Answer all the questions as best you can. It will be to your advantage to give as much information as possible about your ability to do this work. Be sure to include any and all custodial work such as military services; volunteer or unpaid work, such as in clubs, churches, community service work, etc.**

**This office may verify statements concerning Qualifications. Exaggerations or Mis-statements may be cause for your disqualification or later removal from the federal service**

**A. Ability to do the work of the Position without more than Normal Supervision:**

What is the longest length of time you have worked for one person or company?  
 More that 2 years     Less than 6 months     More than 6 months  
 More than 1 year     Never been employed  
 Only on summer jobs while in school

In the last twelve (12) months, how many times were you absent from work or school when you were supposed to be there? \_\_\_\_\_

How many times were you late to work or school in the last twelve (12) months? \_\_\_\_\_

Have you been fired within the last five (5) years for doing poor work or for not working when you should have been?  YES  NO

What was the highest grade of school you completed? \_\_\_\_\_

If you were a recent student, what was your grade average? \_\_\_\_\_ Upper ½ of class \_\_\_\_\_  
Lower ½ of class

**B: Work Practices:**

Check all the jobs you have held either part-time or full-time.

<input type="checkbox"/> Paper Boy	<input type="checkbox"/> Mowed Lawns	<input type="checkbox"/> Laundry Worker
<input type="checkbox"/> Shop Helper	<input type="checkbox"/> Shop Helper	<input type="checkbox"/> Produce Attendant
<input type="checkbox"/> Bus Boy or Kitchen Helper	<input type="checkbox"/> Stock Boy	<input type="checkbox"/> Janitorial Worker
	<input type="checkbox"/> Service Station Attendant	<input type="checkbox"/> Other: _____
		<input type="checkbox"/> Other: _____

Have you ever been complimented by your boss on being a good worker or on being a superior worker?  
 YES  NO If yes, for what were you being  
complimented? \_\_\_\_\_

What jobs have you held where you had to keep a building clean, neat and in order and what type of building was it: hospital, store, school, etc.?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**C. Ability to Follow Directions:**

Are you able to read and write English?  YES  NO

Did you fill out this application yourself?  YES  NO If no, who helped you? \_\_\_\_\_

On the jobs you held, did you ever have to follow written directions in manuals, books, signs, or notes from your boss? \_\_\_\_\_YES \_\_\_\_\_NO

If Yes, on what jobs?

\_\_\_\_\_

Have you ever had a job where you told other employees what work was to be done? \_\_\_YES \_\_\_NO.  
If yes, on what jobs?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Have you ever had to follow orders that are always changing? Explain.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

#### **D. Ability to Use Tools and Equipment:**

Name the type of tools and equipment you have used for cleaning floors, walls, windows, restrooms, etc.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Have you used moving equipment such as trucks, dollies, or similar equipment? If yes, tell what equipment you have used:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Did you ever repair or adjust equipment on the job, such as changing belts, and brushes, adjusting handles, oiling, cleaning, and adjusting? If yes, what did you do?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Have you ever used or operated any other equipment, like lawn mowers, lawn tractors, laundry or food processing equipment? If yes, tell what kind.

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Have you ever instructed others in the use of floor buffers, wall washers, and the use of cleaning supplies and floor strippers? If yes, tell what equipment you used on what jobs.

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**E. Ability to work quickly and safely:**

Have you had any training for the kind of work for which you are applying?

YES  NO. If yes, what kind of training?

Vocational high school  Job Corps  Manpower Development

On-the-job Training  Welfare Training Center

Other, (Explain) \_\_\_\_\_

Can you lift and carry a Five (5) gallon pale full of water?  Yes  NO

Can you move furniture  YES  NO

Have you carried object weighing 50 pounds or more?  YES  NO

Did you ever have to stand all day?  YES  NO

Where? (Explain) \_\_\_\_\_

Describe any safety training you have received on jobs you have held?

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Have you ever given safety training to other employees? On what jobs?

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Have you ever been injured in an accident on the job? If yes, describe the accident or accidents and tell if any where lost time?

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**CERTIFICATION**

**I CERTIFY that all of the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.**

**Please sign here:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Print Name Here:** \_\_\_\_\_