FEDERAL JOB INFORMATION FOR AIR RESERVE TECHNICIANS (ARTs) 2017

1. Air Reserve Technician (ART) positions are announced through the Air Force Reserve Command (AFRC) Special Examining Unit (SEU) on USAJOBS as "case exams" and "standing registers". A case exam is a one-time announcement for a specific job at a specific location and is normally open for a 5 business day period. Open continuous announcements (Standing Registers) are the exception to case exams. They are established when there is a consistent need to maintain a pool of qualified applicants to fill possible various vacancies/locations. The SEU has annually and quarterly announced Standing Registers.

The annual Standing Register announcements will open 4 January 2017 – 2 January 2018. Applications for annual standing registers have a monthly cutoff. Applications received by the 25th of the month will be processed for Request for Personnel Action (RPAs) received the following month.

Current Standing Registers are listed below. Newly added Standing Registers are identified with an asterisk (*) below:

General Schedule

- Airplane Flight Instructor, GS-2181-13
- Airplane Pilot, GS-2181-09, -11 and -12
- Airplane Pilot, GS-2181-09*, -11* and -12* (TERM developmental)
- Command Post Specialist, GS-0301-09
- Helicopter Pilot, GS-2181-09*, -11*, -12* (TERM developmental)
- Telecommunications Specialist, GS-0391-09

Wage Grade

- Aircraft Electrician, WG-2892-10
- Aircraft Engine Mechanic, WG-8602-10
- Aircraft Mechanic (Fixed Wing), WG-8852-10
- Aircraft Ordnance Systems Mechanic (Armament), WG-6652-11*
- Aircraft Pneudraulic Systems Mechanic (Fuels and Hydraulics), WG-8268-10
- Aircraft Survival and Flight Equipment Repairer, WG-4818-09
- Electronic Integrated Systems Mechanic, WG-2610-12
- Ordnance Equipment Mechanic, WG-6641-10
- Powered Support Systems Mechanic, WG-5378-10
- Sheet Metal Mechanic (Aircraft/Painter), WG-3806-10

The SEU maintains 90-day (quarterly) registers that are normally advertised on USAJOBS for 5 business days at the beginning of each calendar quarter: **3 - 10 January 2017, 3-10 April 2017, 3 - 11 July 2017 and 2 -10 October 2017**. These quarterly registers are used to fill vacancies received during the applicable 90 day period.

Any applications received for the January announcements will be rated only for Request for Personnel Actions (RPAs) received during that applicable quarter. When the next quarterly announcements are advertised, the same rules will apply. Only applications received during the open announcement period will be rated for RPAs received for the applicable quarter. Applications will not roll over, meaning those who apply in January must re-apply when announced the next quarter. Once the announcement closes, no additional documentation will be accepted.

Current SEU quarterly (90-day) Standing Registers are listed below. Newly added quarterly Standing Registers are identified with an asterisk (*) below:

Defense Civilian Intelligence Personnel System (DCIPS)

• Intelligence Officer, GG-0132-12*

General Schedule

- Administrative Support Assistant (Office Automation), GS-0303-05/06/07
- Aircraft Maintenance Manager, GS-1601-12
- Executive Officer, GS-0301-11 and -12
- Human Resources Assistant, GS-0203-07
- Medical Administrative Assistant (Typing), GS-0303-07
- Operations Technician, GS-0303-07
- Training Technician (Clerical), GS-1702-07
- Training Technician (Admin/Mgt), GS-1702-09
- * Newly added quarterly Standing Register

All other positions will be announced on a case-by-case basis as vacancies occur for a particular position, series, grade level and location. We encourage you to continue applying for available positions as vacancies occur. For additional information and a list of current open positions, view the ART program website at http://www.afrc.af.mil/AboutUs/JobOpportunities.aspx (Current Art Vacancies) or http://www.usajobs.gov. Your continued interest in employment with the ART program is appreciated.

2. All ARTs have a requirement to maintain active membership in an Air Force Reserve unit as long as they occupy ART positions.

^{* -} newly added Standing Registers

- 3. <u>Applicants must be United States citizens and eligible and willing to join the USAF Reserve.</u> Retired military are usually ineligible for membership in the Air Force Reserve. Retired military personnel who have active Air Force Reserve assignments may apply provided they show assignment (position and unit) on their application. For questions concerning eligibility please contact the Air Force Qualification Center at 1-800-257-1212.
- **4.** Applications received without required forms or forms not completed properly will not be processed. Incomplete application packages will not be considered and will receive an ineligible rating. Please refer to "Here's What Your Resume Must Contain" (on page 3 of this information page) to be sure you submit the required information. If the resume submitted does not provide all the required information it will be rated ineligible.
- 5. A SEPARATE RESUME MUST BE SUBMITTED FOR EACH ANNOUNCEMENT. The information required is as follows:

Basic Application For Federal Employment - You must submit a resume. Although the Federal Government does not require a designated standard resume form, certain information is necessary in order to evaluate qualifications and to determine legal requirements for Federal Employment. Be sure to include starting and ending dates {month & year} and hours per week/month for each work experience block on the resume.

ATAFR Form 209, (dated Jul 02) Supplemental Statement of Aeronautical Qualifications - This form is mandatory for most aircrew positions, be sure to review specific announcement (GS-2181, GS-2183, GS-2185). Resumes filed for aircrew positions without a current ATAFR 209 will not be processed.

Job Element Items/Responses—are no longer <u>mandatory</u>, however we ask that you use the job elements as a guide to assist you in identifying your relevant work experience. This is critical to the evaluation process for all Wage (WG/WL/WS) positions.

Listing of College Courses and Scholastic Achievement - This information is <u>mandatory</u> for all professional positions (GS-0610, GS-0801). College transcripts (or copies) are <u>required</u> to verify education. OPM Form 1170/17 will **NOT** be accepted. Copies of transcripts should also be included when applying for other positions and you are substituting education for experience in order to qualify. College transcripts must include applicant's name, school name and date degree was awarded.

Current Certificate of Professional Nurse Registration - A copy of this document is required for Nurse (GS-0610) positions.

Standard Form 15, Application for 10-Point Veteran Preference, dated Oct 2013 – This form is <u>mandatory</u> for all claims of preference based on service connected disability, widow, mother, spouse or Purple Heart. Required documentary proof: an Employment Letter from the Veterans Administration identifying percentage of disability is the preferred supporting document which must be submitted with the SF-15. The Employment Letter can be requested from the Veterans Administration thru eBenefits or by calling 1-800-827-1000.

DD 214, Certificate of Release or Discharge from Active Duty (Member 4 Copy) - A copy of this document is requested, but not mandatory.

- **6.** Individuals on active duty may apply 120 days before separation date and should indicate in their application their military separation date. Individuals with more than 120 days before separation date **must** submit with their application a letter, signed by <u>their commanding officer</u>, stating the individual will be released from active duty (Palace Chase) if they obtain an Air Reserve Technician (ART) position. Reservists who are mobilized may submit a copy of their mobilization orders or a statement in their application stating they are available within 120 days.
- 7. All applicants will receive equal consideration without regard to race, religion, color, sex, national origin, political affiliation, age (with authorized exceptions) or any other non-merit factor.
- 8. Individuals who have special priority selection rights under the Interagency Career Transition Assistance Program (ICTAP) must rank in the Best or Highly qualified categories to be considered well qualified for the position. Federal civilian employees seeking ICTAP eligibility must submit proof that they meet the requirements of 5 CFR 330.704. This includes a copy of the agency notice, a copy of the most recent Performance Rating, and a copy of the most recent SF-50 noting current position, grade level, and duty location. Please clearly annotate your application to reflect that you are applying as an ICTAP eligible.
- **9.** Spouses of active duty military members of the Armed Forces may receive preference in hiring under this announcement if they are among the best qualified, referred, and are within reach for selection. For information on military spouse preference, please refer to website https://www.opm.gov/policy-data-oversight/hiring-information/veterans-authorities/. Please clearly identify in your application that you are asking for military spouse preference.
- 10. Your resume must be completed online or faxed to 1-478-757-3144. This office no longer accepts applications by email, regular mail, fax or in person.
- 11. Vacancies will be listed on our webpage at http://www.afrc.af.mil/AboutUs/JobOpportunities.aspx, and on USAJOBS at http://www.usajobs.gov.

This entire Information Page, as well as necessary forms and other pertinent information can be viewed/downloaded from our website on the Air Force Reserve Command (AFRC) Air Reserve Technician (ART) home page at http://www.afrc.af.mil/AboutUs/JobOpportunities.aspx.

12. Office hours for HQ AFRC SEU are 8:00 a.m. - 4:30 p.m. (Monday - Friday, Eastern Standard Time), Commercial number (478) 327-0113 or DSN 497-0113, or 1-800-223-1784 extension 497-0113.

HERE'S WHAT YOUR RESUME MUST CONTAIN

JOB INFORMATION

> Civilian Position title, series, and grade(s) of the job you are applying for.

PERSONAL INFORMATION

- > Full name, mailing address, day and evening phone numbers, email address
- > Country of citizenship
- > Highest Federal civilian grade held (Also give job series and dates held)
- > Veterans preference
- Claims for 5-Point Veterans' Preference. Submit official documentation such as (1) a DD-214, Certificate of Release or Discharge from Active Duty Member 4 copy (2) Virtual MPF awards and decoration printout; or (3) Statement of Service Letter or other form of certification signed by a Military Personnelist or other authorizing official (Commander of your unit or higher headquarters) who certifies the service member is expected to be discharged or released from active duty service in the armed forces under honorable conditions not later than 120 days after the date the certification is submitted. The certification should also include your rank, dates of active duty service, the type of Discharge and Character of Service (for members in a Reserve component, the letter must clearly identify 180 consecutive days of active duty, not for training).

If selected, you will be required to submit a copy of your DD 214 prior to entering on duty

• Claims for 10-Point Veterans' Preference. Submit the following documents (1) Standard Form 15, pages 1&2 (Revised 10/13 or later; previous editions are unusable) (2) a letter from the Veterans Administration, dated 1991 or later identifying percentage of disability. The Employment Letter is the preferred supporting documentation which must be submitted with the SF 15. The Employment Letter can be requested through the Veterans Administration by calling 1-800-827-1000; and (3) a DD-214 Member 4 copy. If sufficient information is not provided, tentative preference may be granted based on 5-Point Veterans' Preference criteria as stated above.

EDUCATION

- > High school
 - Name, City, and State (ZIP Code if known)
 - Date of diploma or GED
- > Colleges or Universities
- Name, city, and State (ZIP Code if known)
 - Major
 - Type and year of any degrees received (Show credits earned and indicate whether semester or quarter hours)

WORK EXPERIENCE

- > Give the following information for your paid and nonpaid work experience related to the job in which you are applying:
 - Job title (include series and grade, if Federal job/SF-50s)
 - Duties and responsibilities
 - Employer's name and address
 - Supervisor's name and phone number
 - Starting and ending dates (month and year)
- **Hours per week/month** (If traditional reservist please provide

Hours per month and any mandays separately), also provide

- percentage of time if working outside of regular job title Salary
- > Indicate if we may contact your current supervisor
- > Do not send official job descriptions

OTHER OUALIFICATIONS

- > Job-related training courses (title and year)
- > Job-related skills, for example, other languages computer software/hardware, tools, machinery, typing speed
- > Job-related certificates and licenses (current only)
- > Job-related honors, awards, and special accomplishments, for example: publications, memberships in professional or honor societies, leadership activities, public speaking, and performance awards (Give dates but do not send documents)

| LOCATION | TYPE AIRCRAFT |
|--|----------------------------------|
| Andersen AFB GUAM | |
| Altus AFB, OK | KC-135, C-17 |
| JB Andrews MD | KC-135 |
| Barksdale AFB LA | B-52 |
| Beale AFB CA | Global Hawk, C-130, KC-135, RQ-4 |
| Brooks AFB TX | |
| Buckley AFB CO | C-5 |
| JB Charleston SC | C-17 |
| Columbus AFB MS | T-1, T-6, T-38C |
| Creech AFB NV | MQ-1, MQ-9 |
| Davis-Monthan AFB AZ | A-10, HH-60 |
| Dobbins ARB GA | C-130 |
| Dover AFB DE | C-130 |
| Dyess AFB TX | C-3, C-17 |
| Eglin AFB/Duke Field/Hurlburt Field FL | U-28, C-145 |
| | |
| JB Elmendorf-Richardson AK | F-22 |
| Fort Worth NAS JRB TX | F-16 |
| Grissom ARB IN | KC-135 |
| Hanscom AFB MA | |
| JB Pearl Harbor-Hickam HI | HC-130, HH-60, RQ-4B |
| Hill AFB UT | F-16, F-35 |
| Holloman AFB NM | F-22, MQ-1/9 |
| Homestead ARB FL | F-16 |
| Keesler AFB MS | C-130J, WC-130H/J |
| JBSA Lackland TX | C-5 |
| JB Langley-Eustis VA | |
| Laughlin AFB TX | T-1, T-6, T-38C |
| Little Rock AFB AR | C-130 |
| Luke AFB AZ | F-16, F-35 |
| MacDill AFB FL | KC-135 |
| March ARB CA | C-17, KC-135 |
| Maxwell AFB AL | C-130 |
| Moody AFB GA | A-10 |
| JB Lewis-McChord WA | C-17 |
| McConnell AFB KS | KC-135 |
| JB McGuire-Dix Lakehurst NJ | C-17, KC-10 |
| Minn-St Paul IAP ARS MN | C-130 |
| Nellis AFB NV | F-16 |
| Niagara Falls IAP ARS NU | C-130 |
| Offutt AFB NE | RC-135 |
| Patrick AFB FL | |
| | HH-60, HC-130 |
| Peterson/Schriever AFB CO | C-130 |
| Pittsburgh IAP ARS PA | C-130 |
| Pope AAF NC | C-130 |
| Portland IAP OR | T 1 T 6 T 20 |
| JBSA Randolph TX | T-1, T-6, T-38 |
| Robins AFB GA | |
| Scott AFB IL | C-40 |
| Seymour-Johnson AFB NC | KC-135, F-15 |
| Shaw AFB SC | F-16 |
| Sheppard AFB TX | AT-38, T-38, C,T-6 |
| Tinker AFB OK | KC-135, E-3 |
| Travis AFB CA | C-5, KC-10, C-17 |
| Tyndall AFB FL | F-22 |
| USAF Academy CO | DA-20 |
| Vance AFB OK | T-1, T-6, T-38C |
| Westover ARB MA | C-5 |
| Whiteman AFB MO | A-10 |
| Wright-Patterson AFB OH | C-17 |
| | C-130 |

OFFICER POSITIONS

| CIVILIAN POSITION TITLE | SERIES/GRADE | PREFERRED MILITARY AFSC |
|---|---------------------|-------------------------------|
| Airplane Pilot/Flight Instructor | GS-2181-9/11/12/13 | 11XX |
| Intelligence Officer | GG-0132-11/12 | 14N4/14N3 |
| Aircraft Electronic Warfare Officer | GS-2183-12 | 12X3 |
| AWACS Officer (ASO/WD/MCC/ECO) | GS-2101-11/12 | 13BXB |
| Aircraft Maintenance Officer | GS-1601-09/11/12 | 21A4/21A3/21M3/21M4/20C0 |
| Combat Operations Staff Officer | GS-0301-12/13 | 12B3Y/11F3Y |
| Executive Officer | GS-0301-09/11/12 | 33S3 |
| Financial Management Officer | GS-0501-09/11/12 | 65FX |
| General Engineer | GS-0801-11/12/13 | 32E4/32E3 |
| Helicopter Pilot/Flight Instructor | GS-2181-09/11/12/13 | 11H3/11S3/11H4 |
| Human Resources Officer (Military) | GS-0201-09/11/12 | 38F4/38F3 |
| Information Technology Specialist (Officer) (Non-Supv/Supv) | GS-2210-12/13 | 33S3/33S4 |
| Logistics Management Officer | GS-0346-09/11/12 | 21G3/21G4/21L3/21L4/21R3/21R4 |
| Operations Management Specialist | GS-0301-12 | 86MO |
| Management Analyst (Process Manager) | GS-0343-11/12 | 86M0 |
| Medical Administrative Officer | GS-0301-12/13 | 41A4/41A3 |
| Mission Support Officer | GS-0301-12/13 | 30C0 |
| Navigator | GS-2183-12 | 12X4/12X3/46F3 |
| Program Analyst/Analysis Officer (Plans/Programs) | GS -0343-12 | R021L3 |
| Public Affairs Officer | GS-1035-09/11/12 | 35PX |

ENLISTED POSITIONS ADMINISTRATIVE, CLERICAL, and TECHNICAL

| CIVILIAN POSITION TITLE | SERIES/GRADE | PREFERRED MILITARY AFSC |
|--|---------------------|-------------------------|
| Affiliation Program Specialist | GS-2101-09 | 1A271/1A071 |
| #Administrative Support Assistant | GS-0303-04/05/06/07 | 3D051/3D071 |
| (Mgt Asst, Office Services, Resource Mgt Asst) | | |
| Aerial Gunner (Helicopter) | GS-2185-08/09 | 1A751 |
| Aerial Refueling Tech | GS-2185-10 | 1A051 |
| Aeromedical Evacuation Asst | GS-0303-07 | X4N0X0 |
| Aeromedical Evacuation Spec | GS-0301-09/11 | X4N0X1 |
| Airborne Communications Systems Tech | GS-2185-07/09 | 1A371 |
| Aircraft Loadmaster | GS-2185-08/09/10 | 1A251 |
| Airlift Control Element Technician | GS-0301-09 | 1C7X1 |
| Command Post Technician | GS-0303-07/08 | 1C3X1 |
| Command Post Specialist | GS-0301-09/10 | 1C3X1 |
| Communications Information Systems Specialist | GS-0301-09/11 | 3A000/3A091/3A071 |
| Computer Assistant | GS-0335-07/09 | 3C071/3A071 |
| Financial Management Specialist | GS-0501-07/09 | 6F090 |
| Flight Engineer (Fixed Wing) | GS-2185-09/10/11 | 1A151 |
| Flight Engineer (Rotary Wing) | GS-2185-09/10 | 1A151 |
| Flight Services Technician | GS-2185-07/08/09 | 1A6X1 |
| General Supply Specialist | GS-2001-09 | 2S000/2S090/2S071 |
| #Human Resource Assistant (Military) | GS-0203-05/06/07 | 3S0X1 |
| Human Resource Specialist (Military) | GS-0201-09/11 | 3S071/3S000/3S090 |
| Human Resource Specialist (PSM/Military) | GS-0201-09 | V3S071 |
| Information Technology Specialist (Enlisted) | GS-2210-09/11 | 3C0X0/2EXXX/3C2XX |
| Logistics Management Specialist | GS-0346-09/11 | 2G0X1 |
| Management Assistant (Info Mgmt) | GS-0344-07 | 3A071 |
| Management Analyst (Info Mgmt) | GS-0343-09/11 | 3A0X1 |
| Management Assistant (Aircraft Maintenance Analysis) | GS-0344-07 | 2R0X1 |
| Program Analyst (Aircraft Maintenance Analysis) | GS-0343-09 | 2R0X1 |
| Management Assistant (Civil Engineering) | GS-0344-07 | 3E000 |
| #Medical Administrative Assistant | GS-0303-05/07 | 4A0X1 |
| Medical Administrative Specialist | GS-0301-9/10 | 4A0X1 |
| #Operations Flight Clerk/Assistant | GS-0303-05/07 | 1C0X2 |
| Operations Technician (Sq Aviation Resource Manager) | GS-0301-09 | 1C0X2 |
| Production Control (Aircraft) | GS-1152-07/09 | 2R1X1/2A571/2A373J |
| Program Analyst (Civil Engineering) | GS-0343-09/11 | 3E000/3E691 |
| Public Affairs Specialist | GS-1035-07/09 | 3N0X1 |

| Readiness/Emergency Management Program Assistant | GS-0303-07 | 3E971 |
|---|------------------|--------------------|
| Readiness/Emergency Management Program Specialist | GS-0301-09 | 3E971 |
| Safety & Occupational Health Specialist | GS-0018-07/09/11 | 1SO71 |
| Services Technician | GS-0303-07 | 3M0X1 |
| Services Specialist | GS-0301-09 | 3M0X1 |
| Supply Technician | GS-2005-05/07 | 2S0X1 |
| Support Services Specialist/Supervisor | GS-0342-09 | 3A091/3A000/3A071 |
| Telecommunications Specialist | GS-0391-07/09 | 3C0XX/3C1X1/2E1X3 |
| | | 2E1X0/2E1X1/2E271/ |
| | | 2A4X2/3C271 |
| Training Specialist (Combat Arms) | GS-1712-07/09 | 3P071 |
| Training Specialist (BMTS) | GS-1712-07/09 | 8B000 |
| Training Specialist (SERE) | GS-1712-09 | 1T0X1 |
| Training Technician (Admin and Management) | GS-1702-07/09 | 3S2X1 |
| Training Technician (Clerical and Admin Support) | GS-1702-05/07 | 3S2X1 |
| Transportation Specialist (Aerial Port) | GS-2101-09/10/11 | 2T271 |
| Transportation Specialist (Vehicle Management) | GS-2101-09 | 2T171 |
| Weapons Director [AWACS] [Enlisted] | GS-2101-11 | 1A4X1D |

WAGE GRADE POSITIONS

PREFERRED MILITARY

| CIVILIAN POSITION TITLE | JOB ELEMENTS | SERIES/GRADE | AFSC |
|---------------------------------------|---------------|-----------------|-------------------------|
| Aircraft Electrician | A,B,C,F,I,J,K | WG-2892-5/8/10 | 2A6X6 |
| Aircraft Engine Mechanic | A,B,C,F,I,J,K | WG-8602-5/8/10 | 2A6X1A |
| Aircraft Machinist/Welder | A,B,C,F,K,L,M | WG-3414- | 2A7X1 |
| | | 5/8/10/11 | |
| Acft Mechanic (Fixed Wing) | A,B,C,F,I,J,K | WG-8852- | 2A3XX/2A5XX |
| | | 5/8/10/11 | |
| Acft Mechanic (Helicopter) | A,B,C,F,I,J,K | WG-8852-8/10 | 2A5X2 |
| Acft Ordnance Systems Mech (Armament) | A,B,C,F,I,J,K | WG-6652-8/10/11 | 2W1X1 |
| Acft Ordnance Systems Mech (Egress) | A,B,C,F,I,J,K | WG-6652-8/10 | 2A6X3 |
| Acft Pneud Systems Mech (Fuels) | A,B,C,F,I,J,K | WG-8268-5/8/10 | 2A6X4 |
| Acft Pneud Systems Mech (Hydraulic) | A,B,C,F,I,J,K | WG-8268-5/8/10 | 2A6X5 |
| Acft Survival & Flight Equipment Rpr | A,E,F,G,K,M | WG-4818-9 | 1P0X1 |
| Electronic Integrated Systems Mech | A,B,C,H,J,N | WG-2610-12/13 | 2A0X1/2A1XX/2A3XX |
| | | | 2A3X2/2A4XX/2A5X3/ |
| | | | 2A5X4 |
| Electronics Mechanic | A,B,C,D,H,I,J | WG-2604-5/8/11 | 2A0X1/2A1XX/2A2X2 |
| | | | 2E1XX/2E2XX/2E371/2E1XX |
| Heavy Mobile Equipment Mechanic | A,B,C,F,I,J,K | WG-5803-8/10 | 2T351/2T370 |
| Maintenance Mechanic | A,B,C,F,I,K,M | WG-4749-10 | 3E0XX/3EXX1 |
| Materials Expediter | A,E,F,G,K,M | WG-6910-5/7 | 2S0X1 |
| Motor Vehicle Operator | A,C,K,U | WG-5703-5/8 | 2T1X1/2T2X1 |
| Nondestructive Tester | A,B,F,G,K,M | WG-3705-8/10/11 | 2A7X2 |
| Ordnance Equipment Mechanic | A,B,C,F,I,J,K | WG-6641-8/10 | 2W0X1 |
| Powered Support Systems Mechanic | A,B,C,F,J,K,M | WG-5378-5/8/10 | 2A6X2 |
| Sheet Metal Mechanic | A,B,C,K,L,M | WG-3806-5/8/10 | 2A7X3 |

NOTATION GUIDE

These positions may require typing skill. Be sure to include typing speed (words per minute) in the appropriate block of your application.

Applications can be accepted for nationwide consideration; however, some positions are currently authorized at specific locations only.

The complete Application Package must be submitted by 11:59 PM Eastern Standard Time (EST) on the closing date of each announcement. INCOMPLETE APPLICATION PACKAGES WILL NOT BE CONSIDERED AND WILL RECEIVE AN INELIGIBLE RATING.

No written tests are required. All ratings will be based upon evaluation of experience, educations, and training as shown in your application and other required forms. **DO NOT ATTACH** the following documents: *official positions descriptions, performance evaluations, letters of recommendation, etc.* These have no bearing whatsoever on the evaluation process.