

**U.S. Fish and Wildlife Service  
Federal Career Intern Program Statement of Understanding**

Entry Position (Title, Series, Grade): \_\_\_\_\_

Target Position (Title, Series, Grade): \_\_\_\_\_

Employing Office: \_\_\_\_\_

I, \_\_\_\_\_ certify the following has been discussed with me by a Human Resources Office representative and that I understand the following conditions apply to my employment in this Federal Career Intern Program position.

1. Except as noted below, my service as an intern confers no rights to further Federal employment in either the competitive or excepted service upon expiration of the internship period.
2. I may be granted competitive civil service status if I successfully complete the internship and meet all qualification, suitability, and performance requirements. The noncompetitive conversion will be effective on the date the 2-year service is met, or at the end of the extended period, as applicable.
3. I understand my continuation in the Federal Career Intern Program is contingent on maintaining satisfactory work performance and conduct.
4. I understand that if I fail to complete the Federal Career Intern Program, for reasons unrelated to misconduct or suitability, the following applies (the Human Resources Specialist will indicate on this Agreement which of the following paragraphs applies):

\_\_\_\_\_ I will be placed in a career or career-conditional position in the U.S. Fish and Wildlife Service at no lower grade or pay than the one I left to accept the position in the Federal Career Intern Program if I held a career or career-conditional appointment in the Service immediately before entering the Federal Career Intern Program.

\_\_\_\_\_ I will be terminated from the Federal service not later than 2 years from the date I was appointed to the intern position, or at the end of the extended period, as applicable.

\_\_\_\_\_  
Employee Name

\_\_\_\_\_  
Employee Signature/Date

\_\_\_\_\_  
Human Resources Specialist Name

\_\_\_\_\_  
Human Resources Specialist Signature/Date