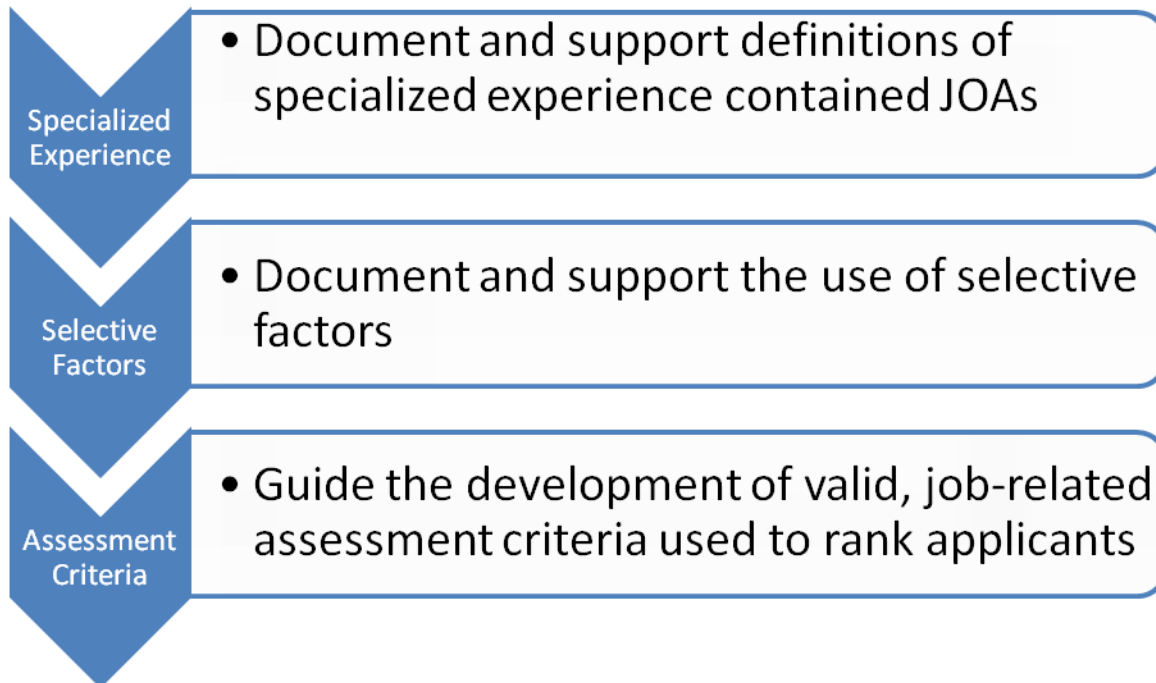
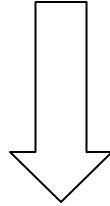


# JOB ANALYSIS RESULTS



The Uniform Guidelines on Employee Selection Procedures (29 CFR, part 1607) contain specific guidance on developing valid applicant assessment tools that are based on job-related criteria.