

3a. (Recruit) Efforts to recruit candidates with similar qualifications and availability of qualified candidates in the labor market.

3b. (Retention) Extent to which employee's departure would affect the California National Guard's ability to carry-out an activity, or perform a function that is essential to the mission of the California National Guard.

4. Remarks and other supporting factors.

IV. NOMINATING SUPERVISOR CERTIFICATION

I certify that in the absence of a Student Loan Repayment Benefit, difficulty would be encountered in filing this position with a highly-qualified candidate or retaining this highly-qualified employee. I have adhered to merit system principles. To my knowledge, approval of this agreement does not create any inequitable treatment of candidates and employees. The applicant has signed the CNG Form 690-18, Student Loan Repayment Benefit Service Agreement, and it is attached.

Name/Title	Signature	Date	Telephone
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V. COMMANDER/DIRECTOR CERTIFICATION (O-6 or higher)

I concur with this request.

Name	Signature	Date	Telephone
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VI. COMPTROLLER CERTIFICATION OF FUNDING AVAILABILITY

I certify that funds are available for this action.

Name	Signature	Date	Telephone
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VII. DIRECTORATE OF HUMAN RESOURCES USE ONLY

Student Loan Repayment Benefit Amount Approved: \$ _____ per year of service agreement.	Payment Type: () Biweekly () Annual	Effective Date/Date Entered Service Agreement:	Service Agreement Expires on :
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Student Loan Repayment Benefit is authorized and is in compliance with program requirements.

DIRECTOR/DEPUTY DIRECTOR OF HUMAN RESOURCES	Signature	Date
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