ORDER

U.S. DEPARTMENT OF TRANSPORTATION
FEDERAL AVIATION ADMINISTRATION
AVIATION SYSTEM STANDARDS

VN 3330.1

May 16, 1997

SUBJ: Aviation System Standards Career Progression for Promotion in Selected Technical Occupations

1. PURPOSE. To establish the procedures for career progression for certain technical occupations in the Airway Facilities Aviation System Standards.

2. DISTRIBUTION. This order is distributed to all managers and supervisors in Aviation System Standards, to Airway Facilities Resources Management, to Mike Monroney Aeronautical Center Office of Human Resource Management, to the National Federation of Federal Employees (NFFE) Local 2097, and to the Professional Airway Systems Specialists (PASS).

3. BACKGROUND. Prior to reform of the human resource management authorities in the Federal Aviation Administration (FAA), career progression for selected positions in the Aviation System Standards (AVN) organization was not catalogued in any one document. The same was true of training progression and technical performance for various career fields. Promotion standards for positions were contained in the Office of Personnel Management X-118 Handbook of Qualification Standards. The linkage between career progression, training requirements, and technical performance was not documented nor was it related to the promotion standards for various occupations in AVN. FAA Personnel Reform Implementation Bulletin (PRIB) #21 delegated responsibility to the lines of business to review qualification standards and develop quantifiable, measurable, and job-related promotion standards which could be used in lieu of the requirements in X-118 if new standards were determined to be more appropriate than the standards in X-118. Air Traffic Service (ATS) PRIB #21, Chapter 3, prescribes the policy for career promotion of employees in selected technical occupations in AVN.

4. RESPONSIBILITIES. All managers and supervisors in AVN are responsible for implementing the procedures contained in this order. As employees meet the eligibility requirements for promotion, the immediate supervisor will initiate the appropriate action and provide documentation to the Mike Monroney Aeronautical Center Office of Human Resource Management to process the promotion.

5. POSITION COVERAGE. Career progression and promotion standards for those positions that cross cut throughout the agency (e.g., FG-0343, Program Analyst, FG-0318, Secretary (Office Automation)) will be developed in Washington headquarters by the Associate Administrator for Administration and will be communicated by the Program Director of Human Resource Management. These will be implemented within AVN as they are received and cannot be modified locally. There are seven technical occupational series within the FAA for which AVN is the majority employer. This order is the implementing directive for these seven occupations. Appendix 1 prescribes the promotion standards for the FG-1361, Aeronautical Information Specialist positions in the National Flight Procedures Office (AVN-100). Appendix 2 prescribes the promotion standards for the FG-0856, airborne Electronics Technician positions; the FG-2181, Airplane Pilot positions; and the FG-2181, Airspace System Inspection Pilot positions in the Flight Inspection Operations Division (AVN-200). Appendix 3 prescribes the promotion standards for the FG-0802, Aerospace Engineering Technician positions; the FG-0856, line Electronics Technician positions; and the FG-0856 shop Electronics Technician positions in the Flight Inspection Maintenance Division (AVN-300).

William H. Williams, Jr.
Program Director of Aviation System Standards

Distribution: A-W(VN)-5;A-W(FZ);A-Y(MH);A-FFS-4(SUPV);NFFE(Local 2097);PASS Initiated By: AVN-21

APPENDIX 1

National Flight Procedures Office, AVN-100

PURPOSE. To prescribe the career progression, training progression, technical performance, and promotion standards for the FG-1361, Aeronautical Information Specialist positions in the National Flight Procedures Office (AVN-100).

CRITERIA. Career ladder developmental promotions to the full performance level (13) for the FG-1361 personnel will be in accordance with this appendix and Order VN-100 3330.1, National Flight Procedures Office (NFPO) Career Progression for Promotion. Experience and training will continue to be evaluated based on the criteria specified in the Office of Personnel Management X-118, Handbook of Qualification Standards.

EVALUATION PROCESS. A standardized procedure for evaluating the knowledges, skills, and abilities will be used to determine promotion eligibility.

APPENDIX 2

Flight Inspection Operations Division, AVN-200

PURPOSE. To prescribe the career progression, training progression, technical performance, and promotion standards for the FG-0856, airborne Electronics Technician; the FG-2181, Airplane Pilot; and the FG-2181, Airspace System Inspection Pilot positions in the Flight Inspection Operations Division (AVN-200).

Chapter 1. The provisions of this chapter apply to employees in the FG-0856, airborne Electronics Technician positions in any AVN specified duty location.

Chapter 2. The provisions of this chapter apply to employees in the FG-2181, Airplane Pilot positions in any AVN specified duty location.

Chapter 3. The provisions of this chapter apply to employees in the FG-2181, Airspace System Inspection Pilot positions in any AVN specified duty location.

CRITERIA. Career ladder developmental promotions to the full performance level (12) for the FG-0856; (12) for the FG-2181, Airplane Pilot; and (14) for the FG-2181, Airspace System Inspection Pilot personnel will be in accordance with this appendix and Order VN-200 3330.1, Flight Inspection Operations Division Career Progression for Promotion. Experience, training, and promotion standards will be evaluated based on the criteria specified in the above references.

Chapter 1

FG-0856, Airborne Electronics Technician

RESPONSIBILITIES.

A. Flight Inspection Operations Division. The Manager, AVN-200, shall be responsible for approval of a promotion criteria checklist for the job series covered by this chapter. This responsibility may be redelegated, as necessary, not lower than the AVN headquarters branch level.

The promotion criteria checklist shall be reviewed and updated as required or at least on an annual basis. Official copies shall be maintained for reference and review in the division office.

B. Evaluation and Training Branch. The Manager, AVN-260, shall be responsible for ensuring development and update of promotion criteria checklists for all sections within the assigned areas of responsibility.

C. Flight Inspection Operations Branch Managers or Fleet Managers. The managers shall ensure that promotion criteria checklists applicable to the assigned areas of responsibility are reviewed, updated, and approved as necessary to maintain accuracy of job proficiency requirements. Recommendations for changes are to be provided to AVN-260 for review and incorporation.

The managers shall ensure that each employee covered by this chapter is provided a copy of the approved promotion criteria checklists that are applicable to the position.

The managers shall explain requirements for all promotion criteria and, upon request from the employee, conduct quarterly reviews of the employee's progress toward meeting the criteria.

The managers shall provide the employee with reasonable access to formal/on-the-job training opportunities, training materials, and assignments necessary to gain the job proficiency required for advancement to the next higher grade.

If the employee has met all the requirements of the promotion criteria checklist and is not on a performance improvement plan, the supervisor will take necessary action to ensure promotion of the employee effective on the beginning of the first full pay period after the employee becomes eligible or as soon thereafter as possible.

D. Employee. The employee has primary responsibility for acquiring the necessary knowledges, skills, and abilities for career ladder promotion.

The employee shall acquire, maintain, and demonstrate proficiency in performance of assigned tasks within each subject matter area. The employee is responsible for completing the assigned promotion criteria checklists in addition to requesting quarterly progress reviews.

DESCRIPTION OF WORK. Electronics Technicians perform on light or heavy, single or multiengine airplanes, or both. The duties of these positions are performed during day

or night on any day of the week, including weekends and holidays, over all types of terrain and in various weather conditions.

GRADES. FG-0856 full performance level positions are established at grade level FG-12. Grade levels FG-07 through FG-11 are developmental grade levels. The employee is required to progress to the full performance level of FG-12 within a reasonable time frame.

LOCATION OF POSITIONS. These positions will be located in any AVN specified duty location.

PROMOTION REQUIREMENTS. Each new hire into the FG-0856, airborne Electronics Technician, occupation will be required to sign a Developmental Training Agreement as contained in Order VN-200 3330.1, Flight Inspection Operations Division Career Progression for Promotion. This agreement communicates the "pass/fail and up or out" policy for the FG-0856, airborne Electronics Technician occupation.

OUTLINE OF TRAINING PROGRAM. This program will consist of individual technical and administrative instruction including intensive on-the-job training and formal resident training at various locations. The training requirements may be revised, depending on an advanced rate of development of the individual, or other training courses which would be appropriate becoming available either within FAA or external to FAA.

Chapter 2

FG-2181, Airplane Pilot

RESPONSIBILITIES.

A. Flight Inspection Operations Division. The Manager, AVN-200, shall be responsible for approval of a promotion criteria checklist for the job series covered by this chapter. This responsibility may be redelegated, as necessary, not lower than the AVN headquarters branch level.

The promotion criteria checklist shall be reviewed and updated as required or at least on an annual basis. Official copies shall be maintained for reference and review in the division office.

B. Evaluation and Training Branch. The Manager, AVN-260, shall be responsible for ensuring development and update of promotion criteria checklists for all sections within the assigned areas of responsibility.

C. Flight Inspection Operations Branch Managers or Fleet Managers. The managers shall ensure that promotion criteria checklists applicable to the assigned areas of responsibility are reviewed, updated, and approved as necessary to maintain accuracy of job proficiency requirements. Recommendations for changes are to be provided to AVN-260 for review and incorporation.

The managers shall ensure that each employee covered by this chapter is provided a copy of the approved promotion criteria checklists that are applicable to the position.

The managers shall explain requirements for all promotion criteria and, upon request from the employee, conduct quarterly reviews of the employee's progress toward meeting the criteria.

The managers shall provide the employee with reasonable access to formal/on-the-job training opportunities, training materials, and assignments necessary to gain the job proficiency required for advancement to the next higher grade.

If the employee has met all the requirements of the promotion criteria checklist and is not on a performance improvement plan, the supervisor will take necessary action to ensure promotion of the employee effective on the beginning of the first full pay period after the employee becomes eligible or as soon thereafter as possible.

D. Employee. The employee has primary responsibility for acquiring the necessary knowledges, skills, and abilities for career ladder promotion.

The employee shall acquire, maintain, and demonstrate proficiency in performance of assigned tasks within each subject matter area. The employee is responsible for completing the assigned promotion criteria checklist in addition to requesting quarterly progress reviews.

DESCRIPTION OF WORK. Airplane Pilots perform as co-pilot and/or pilot-in-command on light multiengine aircraft using precise flight patterns to collect data for analysis by

engineering personnel. The duties of these positions are performed during day or night on any day of the week, including weekends and holidays, over all types of terrain and in various weather conditions.

GRADES. FG-2181 full performance level positions are established at grade level FG-12. Grade levels below the full performance level are developmental grade levels. The employee is required to progress to the full performance level of FG-12 within a reasonable time frame.

LOCATION OF POSITIONS. These positions will be located in any AVN specified duty location.

PROMOTION REQUIREMENTS. Applicants shall possess the certificates and ratings specified in Table 1, and the flying time required in Table 2. Each new hire into the FG-2181, Airplane Pilot, occupation will be required to sign a Developmental Training Agreement as contained in Order VN-200 3330.1, Flight Inspection Operations Division Career Progression for Promotion. This agreement communicates the "pass/fail and up or out" policy for the FG-2181, Airplane Pilot, occupation.

OUTLINE OF TRAINING PROGRAM. This program will consist of individual technical and administrative instruction including intensive on-the-job training and formal resident training at various locations. The training requirements may be revised, depending on an advanced rate of development of the individual, or other training courses which would be appropriate becoming available either within FAA or external to FAA.

TABLE 1
CERTIFICATES AND RATINGS

GRADE	AIRLINE TRANSPORT PILOT CERTIFICATE	MEDICAL CERTIFICATE	INSTRUMENT RATING	MULTI-ENGINE RATING	TYPE RATING
All Grades	YES	FIRST	YES	YES	(1)

(1) A type rating, if required by the position, must be obtained prior to promotion to that grade level. It may be obtained on the job.

TABLE 2
FLYING TIME REQUIREMENTS

GRADE	TOTAL TIME	PILOT-IN-COMMAND	MULTIENGINE AIRPLANE	INSTRUMENT	NIGHT
All Grades	1500	250	500	75(1)	75(2)

(1) At least 10 hours must have been under actual instrument conditions.
(2) 25 hours may be waived if the candidate demonstrates the ability to perform the work.

Chapter 3

FG-2181, Airspace System Inspection Pilot

RESPONSIBILITIES.

A. Flight Inspection Operations Division. The Manager, AVN-200, shall be responsible for approval of a promotion criteria checklist for the job series covered by this chapter. This responsibility may be redelegated, as necessary, not lower than the AVN headquarters branch level.

The promotion criteria checklist shall be reviewed and updated as required or at least on an annual basis. Official copies shall be maintained for reference and review in the division office.

B. Evaluation and Training Branch. The Manager, AVN-260, shall be responsible for ensuring development and update of promotion criteria checklists for all sections within the assigned areas of responsibility.

C. Flight Inspection Operations Branch Managers or Fleet Managers. The managers shall ensure that promotion criteria checklists applicable to the assigned areas of responsibility are reviewed, updated, and approved as necessary to maintain accuracy of job proficiency requirements. Recommendations for changes are to be provided to AVN-260 for review and incorporation.

The managers shall ensure that each employee covered by this chapter is provided a copy of the approved promotion criteria checklists that are applicable to the position.

The managers shall explain requirements for all promotion criteria and, upon request from the employee, conduct quarterly reviews of the employee's progress toward meeting the criteria.

The managers shall provide the employee with reasonable access to formal/on-the-job training opportunities, training materials, and assignments necessary to gain the job proficiency required for advancement to the next higher grade.

If the employee has met all the requirements of the promotion criteria checklist and is not on a performance improvement plan, the supervisor will take necessary action to ensure promotion of the employee effective on the beginning of the first full pay period after the employee becomes eligible or as soon thereafter as possible.

D. Employee. The employee has primary responsibility for acquiring the necessary knowledges, skills, and abilities for promotion.

The employee shall acquire, maintain, and demonstrate proficiency in performance of assigned tasks within each subject matter area. The employee is responsible for completing the assigned promotion criteria checklist in addition to requesting quarterly progress reviews.

DESCRIPTION OF WORK. Airspace System Inspection Pilots perform as co-pilot and/or pilot-in-command on light or heavy, single or multiengine aircraft, or both. The

work involves in-flight inspection of individual air navigation aids and combinations thereof that make up the National Airspace System to assure that instrument flight procedures are adequate, and that radiated visual and electronic information is reliable and accurate in support of safe flight. The duties of these positions are performed during day or night on any day of the week, including weekends and holidays, over all types of terrain and in various weather conditions.

GRADES. FG-2181 full performance level positions are established at grade level FG-14. Grade levels below the full performance level are developmental grade levels. The employee is required to progress to the full performance level of FG-14 within a reasonable time frame.

LOCATION OF POSITIONS. These positions will be located in any AVN specified duty location.

PROMOTION REQUIREMENTS. Applicants shall possess the certificates and ratings specified in Table 1, and the flying time required in Table 2. Each new hire into the FG-2181, Airspace System Inspection Pilot, occupation will be required to sign a Developmental Training Agreement as contained in Order VN-200 3330.1, Flight Inspection Operations Division Career Progression for Promotion. This agreement communicates the "pass/fail and up or out" policy for the FG-2181, Airspace System Inspection Pilot, occupation.

OUTLINE OF TRAINING PROGRAM. This program will consist of individual technical and administrative instruction including intensive on-the-job training and formal resident training at various locations. The training requirements may be revised, depending on an advanced rate of development of the individual, or other training courses which would be appropriate becoming available either within FAA or external to FAA.

TABLE 1
CERTIFICATES AND RATINGS

GRADE	AIRLINE TRANSPORT PILOT CERTIFICATE	MEDICAL CERTIFICATE	INSTRUMENT RATING	MULTI-ENGINE RATING	TYPE RATING
All Grades	YES	FIRST	YES	YES	(1)

(1) A type rating, if required by the position, must be obtained prior to promotion to that grade level. It may be obtained on the job.

TABLE 2
FLYING TIME REQUIREMENTS

GRADE	TOTAL TIME	PILOT-IN-COMMAND	MULTIENGINE AIRPLANE	INSTRUMENT	NIGHT	FLIGHT INSPECTION
FG-11,12,13	1500	250	500	75(1)	75(2)	-
FG-14	1500	250	500	75(1)	75(2)	600

(1) At least 10 hours must have been under actual instrument conditions.
(2) 25 hours may be waived if the candidate demonstrates the ability to perform the work.

APPENDIX 3

Flight Inspection Maintenance Division, AVN-300

PURPOSE. To prescribe the career progression, training progression, technical performance, and qualification standards for the FG-0802, Aerospace Engineering Technician; the FG-856, line Electronics Technician; and the FG-0856, shop Electronics Technician positions in the Flight Inspection Maintenance Division (AVN-300).

Chapter 1. The provisions of this chapter apply to employees in the FG-0802, Aerospace Engineering Technician positions in the Line Station Maintenance Sections (AVN-311/313/314/316) and in the OKC Base Maintenance Branch (AVN-330).

Chapter 2. The provisions of this chapter apply to employees in the FG-0856, Electronics Technician positions in the Line Station Maintenance Sections (AVN-311/312/313/314/316) and in the OKC Maintenance Section (AVN-331).

Chapter 3. The provisions of this chapter apply to employees in the FG-0856, Electronics Technician positions in the Avionics and Test Equipment Unit (AVN-332B).

CRITERIA. Career ladder developmental promotions to the full performance level (11) for the FG-0802, and (12) for the FG-0856 personnel will be in accordance with this appendix and Order VN-300 3330.1, Flight Inspection Maintenance Division Career Progression for Promotion. Experience, training, and promotion standards will be evaluated based on the criteria specified in the above references.

Chapter 1

FG-0802, Aerospace Engineering Technician

RESPONSIBILITIES.

A. Division. The Flight Inspection Maintenance Division Manager, AVN-300, shall be responsible for approval of a promotion criteria checklist for the job series covered by this chapter. This responsibility may be redelegated, as necessary, not lower than the branch level.

The promotion criteria checklist shall be reviewed and updated as required or at least on an annual basis. Official copies shall be maintained for reference and review in the division office.

B. Branch. The Managers, Line Station Branch (AVN-310) and Base Maintenance Branch (AVN-330) shall be responsible for ensuring development and update of promotion criteria checklists for all sections within the assigned areas of responsibility.

C. Section. The Section Supervisors of AVN-311/313/314/316 and AVN-330 shall ensure that promotion criteria checklists applicable to the assigned areas of responsibility are reviewed, updated, and approved as necessary to maintain accuracy of job proficiency requirements.

D. Section/Unit. The Supervisors, AVN-311/313/314/316, AVN-331A/B/C, and AVN-332A shall, upon assignment or promotion of an employee to a series/grade covered by this appendix, provide the employee with copies of the approved promotion criteria checklists applicable for promotion to the next grade level and through to the full performance level.

The supervisors shall explain requirements for all promotion criteria and, upon request from the employee, conduct quarterly reviews of the employee's progress toward meeting the criteria.

The supervisors shall provide the employee with reasonable access to formal/on-the-job training opportunities, training materials, and assignments necessary to gain the job proficiency required for advancement to the next grade.

If the employee has met all requirements of the promotion criteria checklist and is not on a performance improvement plan, the supervisor will take necessary action to ensure promotion of the employee effective on the beginning of the first full pay period after the employee becomes eligible or as soon thereafter as possible.

E. Employee. The employee is responsibe for acquiring the necessary knowledges, skills, abilities, and certifications for promotion.

Federal certification/licenses required for promotion to the full performance level are the sole responsibility of the employee and may not be waived at any level.

The employee shall acquire, maintain, and demonstrate proficiency in performance of assigned tasks within each subject matter area. The employee is responsible for completing the assigned promotion criteria checklist in addition to requesting quarterly progress reviews.

Chapter 2

FG-0856, Line Electronics Technician

RESPONSIBILITIES.

A. Division. The Flight Inspection Maintenance Division Manager, AVN-300, shall be responsible for approval of a promotion criteria checklist for the job series covered by this chapter. This responsibility may be redelegated, as necessary, not lower than the branch level.

The promotion criteria checklist shall be reviewed and updated as required or at least on an annual basis. Official copies shall be maintained for reference and review in the division office.

B. Branch. The Managers, Line Station Branch (AVN-310) and Base Maintenance Branch (AVN-330) shall be responsible for ensuring development and update of promotion criteria checklists for all sections within the assigned areas of responsibility.

C. Section. The Section Supervisors of AVN-311/312/313/314/316 and AVN-331 shall ensure that promotion criteria checklists applicable to the assigned areas of responsibility are reviewed, updated, and approved as necessary to maintain accuracy of job proficiency requirements.

D. Section/Unit. The Supervisors, AVN-311/312/313/314/316 and Airframe and Avionics Units (AVN-331A/B/C) shall, upon assignment or promotion of an employee to a series/grade covered by this appendix, provide the employee with copies of the approved promotion criteria checklists applicable for promotion to the next grade level and through to the full performance level.

The supervisors shall explain requirements for all promotion criteria and, upon request from the employee, conduct quarterly reviews of the employee's progress toward meeting the criteria.

The supervisors shall provide the employee with reasonable access to formal/on-the-job training opportunities, training materials, and assignments necessary to gain the job proficiency required for advancement to the next grade.

If the employee has met all requirements of the promotion criteria checklist and is not on a performance improvement plan, the supervisor will take necessary action to ensure promotion of the employee effective on the beginning of the first full pay period after the employee becomes eligible or as soon thereafter as possible.

E. Employee. The employee is responsible for acquiring the necessary knowledges, skills, and abilities for promotion.

The employee shall acquire, maintain, and demonstrate proficiency in performance of assigned tasks within each subject matter area. The employee is responsible for completing the assigned promotion criteria checklist in addition to requesting quarterly progress reviews.

Chapter 3

FG-0856, Shop Electronics Technician

RESPONSIBILITIES.

A. Division. The Flight Inspection Maintenance Division Manager, AVN-300, shall be responsible for approval of a promotion criteria checklist for the job series covered by this chapter. This responsibility may be redelegated, as necessary, not lower than the branch level.

The promotion criteria checklist shall be reviewed and updated as required or at least on an annual basis. Official copies shall be maintained for reference and review in the division office.

B. Branch. The Base Maintenance Branch Manager, AVN-330, shall be responsible for ensuring development and update of promotion criteria checklists within the assigned areas of responsibility.

C. Section. The Repair Station Section Supervisor, AVN-332, shall ensure that promotion criteria checklists applicable to the assigned areas of responsibility are reviewed, updated, and approved as necessary to maintain accuracy of job proficiency requirements.

D. Unit. The Avionics and Test Equipment Unit Supervisor, AVN-332B, shall, upon assignment or promotion of an employee to a series/grade covered by this appendix, provide the employee with copies of the approved promotion criteria checklists applicable for promotion to the next grade level and through to the full performance level.

The supervisor shall explain requirements for all promotion criteria and, upon request from the employee, conduct quarterly reviews of the employee's progress toward meeting the criteria.

The supervisor shall provide the employee with reasonable access to formal/on-the-job training opportunities, training materials, and assignments necessary to gain the job proficiency required for advancement to the next grade.

If the employee has met all requirements of the promotion criteria checklist and is not on a performance improvement plan, the supervisor will take necessary action to ensure promotion of the employee effective on the beginning of the first full pay period after the employee becomes eligible or as soon thereafter as possible.

E. Employee. The employee is responsibe for acquiring the necessary knowledges, skills, and abilities for promotion.

The employee shall acquire, maintain, and demonstrate proficiency in performance of assigned tasks within each subject matter area. The employee is responsible for completing the assigned promotion criteria checklist in addition to requesting quarterly progress reviews.

U.S. Department
of Transportation
Federal Aviation Administration

Route Slip

To: Managers, AVN-20/100/200/300 Date: February 2, 2004

Subject: Revalidation of AVN Directives

Action:
___ Per Your Request ___ Discuss with Me _X_ Take Appropriate Action
___ For Your Information ___ For Your Approval ___ Please Answer
___ Per Our Conversation ___ For your Signature ___ Prepare Reply for:
___ Note and Return ___ Comment

Remarks:

A revalidation of directives has not been accomplished in AVN for some time. Attached for your review is a listing of directives for which your organization is the Office of Primary Responsibility (OPR). Most of the directives were issued in the late 1990's and have not been reviewed or updated since that time. As part of the directives management program, a review and revalidation of directives should include consideration of:

a. Changes in agency policies and procedures related to the subject matter of the directive,

b. Changes in organization, chain of command, delegations of authority, or assignments of responsibility,

c. Changes in distribution of the directive, and

d. Any related directives that may have an impact on the subject matter of the directive.

Please let me know by **COB, Friday, March 12, 2004,** whether you plan to cancel the directive, or update the directive and include a proposed completion date. You may provide your input to me by e-mail or fax. If you have any questions, do not hesitate to call me.

ORIGINAL SIGNED BY
MARGARET FEE

Margaret Fee
AVN Directives Management Officer, AVN-20

Phone: 405-954-8926 FAX: 405-954-3670

Attachment

cc:
AVN-1/AVN-20/M. Fee

File: F-1320-5 (Revalidation 2-04)
WP: \\Avnokcs5\avn20\Avn21a\MARGARET\WINWORD\Orders\FY-2004\Revalidate.doc
AVN-20:M. Fee:mf:4-8926:2/2/2004