

**Marketing and Regulatory Programs
Grain Inspection, Packers and Stockyards Administration
Competitive Areas for Reduction-in-Force**

Order of Release from Competitive Level -- Excepted Service

Tenure Group I

Includes each permanent employee whose appointment does not carry a restriction or condition, such as conditional, trial period, specific time limit, or indefinite.

Tenure Group II

Includes employees serving a trial period and employees whose tenure is equivalent to career- conditional in the competitive service.

Tenure Group III

Includes employees whose tenure is indefinite (i.e., without a specific time limit), but not actually or potentially permanent. It also includes employees whose appointments have a time limit of more than 1 year, or who have served in an appointment limited to 1 year or less, but who have been extended so they have actually worked more than 1 year without a break in service.

Veterans' Preference

Except for a retired member of the Armed Forces, an employee who is eligible for veterans' preference for purpose of initial appointment to the Federal service is also eligible for veterans' preference under the RIF regulation. Each of the three tenure groups are divided into three subgroups based upon entitlement to veterans' preference for retention. The tenure subgroups are defined as:

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| Subgroup AD: | Employees entitled to veteran preference who have a compensable service-connected disability of 30 % or more. |
| Subgroup A: | Employees entitled to veterans' preference who are not eligible for subgroup AD. |
| Subgroup B: | Nonveterans and employees who are not entitled to veteran preference in subgroups AD and A. |