## EXHIBIT 4-1 PLACEMENT DEFINITIONS

	Job Placement	Educational Placement	Combination Job/College
Full-time	To be considered a valid job	1. High School/High School	A combination of work
	placement, employment	Equivalency: no less than	and university/college: a
	must be:	20 hours in class or online	minimum of 16 hours
	i. paid;	per week for an expected	work at one job in a
	ii. unsubsidized; and	duration of one	seven-consecutive-day
	iii. within compliance of	semester/trimester/quarter;	period and a minimum 6
	wage requirements of	or	credit hours per
	Fair Labor Standards		semester/
	Act, unless	2. Postsecondary career	trimes ter/quarter, or a
	employment is in	technical training or	minimum 3 credit hours
	Puerto Rico, U.S.	technical education	persummersession, at a
	Virgin Islands, or the	program: no less than 20	two-year or four-year
	U.S. Trust Territories.	hours in class per week at	university/college
	1. 32 hours or more in one	a program where it is	accredited by an agency
	1. 32 hours or more in one or two jobs in a seven	expected that a certificate or certification will be	recognized by the U.S. Department of Education
	consecutive-day period;	achieved; or	or the Council for Higher
	or	acine ved, or	Education Accreditation
		3. University/College:	as an accrediting agency
	2. An apprenticeship job	registered for no less than	for higher education and
	registered by the Office	9 credit hours per	that offers, at minimum,
	of Apprenticeship or a	semester/trimester/	an associate's degree;
	State Apprenticeship Council that combines	quarter, or no less than 6	2. A combination of work
		credit hours per summer session, at a two-year or	and online
	supervised, structured on-the-job training with	four-year	university/college: a
	related theoretical	university/college	minimum of 16 hours
	instruction leading to	accredited by an agency	work at one job in a
	defined levels of skill	recognized by the U.S.	seven-consecutive-day
	and career	Department of Education	period and a minimum 6
	advancement, and	or the Council for Higher	credit hours per
	where the student	Education Accreditation	semester/trimester/
	receives a wage; or	as an accrediting agency	quarter or trimester, or a
		for higher education and	minimum 3 credit hours
	3. Armed Forces: 40 hours	that offers, at minimum,	persummersession, at a
	minimum perweek of	an as sociate's degree; or	two-year or four-year
	active duty. This	4 0 1	university/college
	includes initial Reserve	4. Online	accredited by an agency
	Forces and National Guard training but does	University/College: registered for no less than	recognized by the U.S. Department of Education
	not include weekend	9 credit hours per	as an accrediting agency
	and summer training	semester/trimester/quarter,	for distance education
	sessions. Pre-	or no less than 6 credit	and that offers, at
	enlistments are not	hours per summer session,	minimum, an associate's
	considered placements.	at a two-year or four-year	degree.
		university/college	-
		accredited by an agency	
		recognized by the U.S.	
		Department of Education	
		as an accrediting agency	

	Job Placement	Educational Placement	Combination Job/College
		for distance education and that offers, at minimum, an associate's degree; or	
		5. On-the-job-training or other subsidized employment: no less than 20 hours per week; or	
		6. Other training program: no less than 20 hours in class per week for an expected duration of at least 90 calendar days.	
Part-time	To be considered a valid job placement, employment must be:  i. paid; ii. unsubsidized; and iii. within compliance of wage requirements of Fair Labor Standards Act, unless employment is in Puerto Rico, U.S. Virgin Islands, or the U.S. Trust Territories.  1. 20 hours or more, but less than 32, in one or two jobs in a sevenconsecutive-day period		1. University/college enrollment for a minimum of 6 credit hours per semester/ quarter/trimester, or a minimum 3 credit hours per summer session, and a minimum of 10 hours work at one job per week.
International		l red valid, the student must be place	d in a job or education program
Placement	located in the United States, Puerto Rico, the U.S. Virgin Islands, the U.S. Trust Territories, or in		
	overseas locations in the following circumstances:		
	a. the student is a member of the U.S. Armed Forces and is deployed overseas; or		
1	b. the student is employed by the U.S. federal government and has an overseas assignment.		