

## EXHIBIT 4-1 PLACEMENT DEFINITIONS

	<b>Job Placement</b>	<b>Educational Placement</b>	<b>Combination Job/College</b>
<b>Full-time</b>	<p>To be considered a valid job placement, employment must be:</p> <ul style="list-style-type: none"> <li>i. paid;</li> <li>ii. unsubsidized; and</li> <li>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.</li> </ul> <ul style="list-style-type: none"> <li>1. 32 hours or more in one or two jobs in a seven consecutive-day period; or</li> <li>2. An apprenticeship job registered by the Office of Apprenticeship or a State Apprenticeship Council that combines supervised, structured on-the-job training with related theoretical instruction leading to defined levels of skill and career advancement, and where the student receives a wage; or</li> <li>3. Armed Forces: 40 hours minimum per week of active duty. This includes initial Reserve Forces and National Guard training but does not include weekend and summer training sessions. Pre-enlistments are not considered placements.</li> </ul>	<ul style="list-style-type: none"> <li>1. High School/High School Equivalency: no less than 20 hours in class or online per week for an expected duration of one semester/trimester/quarter; or</li> <li>2. Postsecondary career technical training or technical education program: no less than 20 hours in class per week at a program where it is expected that a certificate or certification will be achieved; or</li> <li>3. University/College: registered for no less than 9 credit hours per semester/trimester/quarter, or no less than 6 credit hours per summer session, at a two-year or four-year university/college accredited by an agency recognized by the U.S. Department of Education or the Council for Higher Education Accreditation as an accrediting agency for higher education and that offers, at minimum, an associate's degree; or</li> <li>4. Online University/College: registered for no less than 9 credit hours per semester/trimester/quarter, or no less than 6 credit hours per summer session, at a two-year or four-year university/college accredited by an agency recognized by the U.S. Department of Education as an accrediting agency</li> </ul>	<ul style="list-style-type: none"> <li>1. A combination of work and university/college: a minimum of 16 hours work at one job in a seven-consecutive-day period and a minimum 6 credit hours per semester/trimester/quarter, or a minimum 3 credit hours per summer session, at a two-year or four-year university/college accredited by an agency recognized by the U.S. Department of Education or the Council for Higher Education Accreditation as an accrediting agency for higher education and that offers, at minimum, an associate's degree;</li> <li>2. A combination of work and online university/college: a minimum of 16 hours work at one job in a seven-consecutive-day period and a minimum 6 credit hours per semester/trimester/quarter or trimester, or a minimum 3 credit hours per summer session, at a two-year or four-year university/college accredited by an agency recognized by the U.S. Department of Education as an accrediting agency for distance education and that offers, at minimum, an associate's degree.</li> </ul>

	<b>Job Placement</b>	<b>Educational Placement</b>	<b>Combination Job/College</b>
		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.	
<b>Part-time</b>	To be considered a valid job placement, employment must be: <ol style="list-style-type: none"> <li>i. paid;</li> <li>ii. unsubsidized; and</li> <li>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.</li> </ol> <ol style="list-style-type: none"> <li>1. 20 hours or more, but less than 32, in one or two jobs in a seven-consecutive-day period</li> </ol>		<ol style="list-style-type: none"> <li>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.</li> </ol>
<b>International Placement</b>	For a placement to be considered valid, the student must be placed in a job or education program 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: <ol style="list-style-type: none"> <li>a. the student is a member of the U.S. Armed Forces and is deployed overseas; or</li> <li>b. the student is employed by the U.S. federal government and has an overseas assignment.</li> </ol>		