# The River Ridge High School Chapter of the National Honor Society

## Please read this application in its entirety.

What is NHS? The National Honor Society is the frontrunner of organizations that promotes appropriate recognition for the students who reflect outstanding accomplishments in the areas of scholarship, character, leadership, and service. College admissions often regard National Honor Society membership as a valid indicator that the applicant will succeed at the post-secondary education level. The Honor Society prospect should already exhibit academic achievement, leadership, either overtly or covertly, honorable and admirable character, and service that demonstrates the prospect is willing to use talents and skills for the improvement of society. One must keep in mind that induction to the National Honor Society is quite an honor and accomplishment.

# **Application Information and Directions**

- All sophomores and juniors who have a cumulative high school GPA of 3.5 or above may apply for admission to the RRHS Chapter of the National Honor Society
- Application forms can be found on the school website or from the adviser, Maria Cardo, for those students that meet the GPA requirements.
- Admission is not automatic. Applying does not guarantee admission into the organization. In addition to having the required GPA, applicants must demonstrate significant accomplishment and/or participation in **all** areas indicated on the application form. It is necessary to have some accomplishments in each area.
- All activities, accomplishments, etc. included in the application must have taken place during high school. <u>Do not</u> include anything that occurred before you were in high school. Doing so could jeopardize your chances for admission.
- Make sure your application is neat and legible.
- Alcohol and drug violations are in breach of National By-Laws. Do not apply if you have had any alcohol or drug violations.
- Please complete all sections. Do not be modest. Every bit of information that you provide may be used by the RRHS NHS Faculty Council to assist with the selection process.
- Be sure to document all hours and activities with a teacher signature or with official letterhead stationary (especially for non-school related activities).
- All application forms must be completed and returned **directly** to the adviser on February 25, 2022 no later than 1:30 PM. Late applications WILL NOT be accepted. NHS Induction Ceremony will be held in the RRHS Theater at a date to be announced later.
- If membership is denied, it may simply mean that all four requirements were not fulfilled. Furthermore, past disciplinary occurrences may prevent admittance to NHS based on the severity of the offense.
- Application must **NOT** be double sided.

<u>PLEASE NOTE</u>: The National Honor Society is a service organization. Membership is highly sought after, but it requires commitment to the ideals of the organization. Your acceptance of membership will indicate your willingness to participate in National Honor Society sponsored activities, service projects, and meetings. To maintain membership in NHS you must maintain your GPA, fulfill your service hours, be a good leader, show good character, and abide by the By-Laws. Failure to comply with any of these requirements will result in dismissal from the National Honor Society. If your behavior in school requires disciplinary action, your membership may be revoked. You are advised to review the Chapter By-Laws before you apply to make sure you are willing to commit to NHS. These By-Laws can be found on the RRHS website.

Student Name:		
Last	First	M.I.
Address:		
Street	City	Zip Code
Phone number:		
Student I.D. Number:	Grade level:	Date of birth:
Have you ever been dismissed for cheating? NO	rom an organization or been officially disc YES	ciplined for academic dishonesty, lying
If yes, please explain on a separ	ate sheet of paper.	

This application has 11 portions. Please ensure you have completed all sections before turning in your application.

1. **SIGNATURE**: My signature certifies that all of the information I have provided is accurate and I understand that any misinformation will void this application.

Student signature:	Date:
Parent Name (printed):	
Parent signature:	Date:

2. **GRADE POINT AVERAGE**: Students must have a grade point average of 3.5 weighted or higher to be considered for induction. This section is to be completed and signed by the student's Guidance Counselor.

Cumulative GPA (weighted): \_\_\_\_\_ Cumulative GPA (unweighted): \_\_\_\_\_

Guidance Counselor Name (printed):

Guidance Counselor Signature:

# 3. **CONDUCT:**

A. Have you ever received a referral or been officially disciplined for a violation of the student code of conduct? NO \_\_\_\_\_ YES \_\_\_\_\_

If yes, please explain on a separate sheet of paper. Must include the year and grade that you were in when received.

**B.** Have you ever received a Level 3 referral or been officially disciplined for a violation of the student code of conduct involving drugs, alcohol, or weapons? NO \_\_\_\_\_ YES \_\_\_\_\_

If yes, please explain on a separate sheet of paper. Must include the year and grade that you were in when received.

\*Application continues on the next page

Include school clubs, teams, musical groups, honor societies, community organizations, Scouts, etc. List major accomplishments in each area. Have on-campus sponsor/coach sign each item. Off-campus sponsors must provide clear contact information (on second sheet if necessary) and verification on letterhead. In the absence valid signatures the listed activity will fail to count toward your final point total. 4. MEMBERSHIPS IN GOOD STANDING: List all activities in which have participated as a member in good standing during high school only.

Sponsor signature	Montefer 1 1 1 1				
Sponsor title					
Sponsor printed name					
Accomplishments (titles, awards, what years?)	VP-10; Pres-11; Green Program Award-11				
11 <sup>th</sup>					
10 <sup>th</sup>	x				
9th	x				
Activity	Example: FFA				

positions held during high school will be acceptable. Only those positions in which you were responsible for directing or motivating others should be included, for example election to office in Student Council or club, District or State officer, Captain of a varsity team. However, you may also have leadership positions in areas outside of school; these may be listed as well. Have sponsor sign by each item. Off-campus sponsors MUST provide 5. LEADERSHIP POSITIONS: List all elected or appointed leadership positions held in school, the community or in work activities. Only clear contact information & verification on letterhead.

Sponsor signature		 		 · · · · · ·	and the second	r	
ure			1				
						ļ	
at							
E						1	
Si		C. C. C. C. S.					
ĥ							
8		Horn, Gao, Wang, Shang, Li, Yung, Shang,					
ġ I		b) Second State and Sta					
2							
$\mathbf{v}$							
1940							
						1	
N	man and the spin of the second						
		An and a second se					
le		An energy of the second					
Ξ		An end of the second se					
5							
5					(1) and a matching of a part of a lower of a second sec		
Sponsor Title							
					Land Constant (Constant)		
S		<ul> <li>A state of the sta</li></ul>					
					<ul> <li>A second s</li></ul>		
1.1							
					Cardena Andrea Saran (Cardena) Cardena (Cardena) (Cardena) Tanàna (Cardena) (Cardena)		
e							
Sponsor printed name							
03					Construction of the formula of th		
-							
Ę							
E							
5				1			
E I				1			
8							
S							
-							
1							
E							
ti				5			
<b>Za</b>							
-ie							
B							
읩							
0							
<u>F</u>							
ij							
÷							
Activity/Organization							
Ł							And A. S. and A. S.
-							
T th							
11 <sup>th</sup>							
0t							
10 <sup>th</sup>							
9th					and a second and a second seco		
<u> </u>							
T				1			
							<ul> <li>annual (constraint)</li> <li>annual (constraint)&lt;</li></ul>
<u>a</u>							
hip a		<ul> <li></li></ul>					
rship tion							
dership sition							
adership Josition							
Leadership position							
Leadership position							

activities for the betterment of your school or community through non-profit organizations. Please note that if you were paid in any fashion, the service does not count towards this section. Please honestly report all service hours. Include volunteer groups, Scouts, etc. Have sponsor/leader sign by each item. Off-campus sponsors MUST provide contact information on second sheet if necessary. You must also provide official, signed letterhead 6. COMMUNITY SERVICE: List community service activities in which you have participated during your high school years. These MUST be documentation of off-campus volunteer hours not already in the school record. Family members may not authenticate these hours.

		11 m	
Sponsor signature			
Sj			
Sponsor Title	· · · · · · · · · · · · · · · · · · ·		
Sponsor printed name			
Activity/Organization	Teacher/First Baptist NPR		
Total Hours (all years combined)	10 hours		
11 <sup>th</sup>			
10 <sup>th</sup>	×		
9 <sup>th</sup>	x		
Community Activity	Ex: Sunday School		

school that support your bid for membership in NHS. Please note that for school awards such as honor roll or student of the month (at RRHS) you do not need a signature. Furthermore, if you no longer work at the job listed and are unable to obtain a signature, please write your manager's name and a 7. WORK EXPERIENCE, HONORS, & RECOGNITION: List below any job experiences, honors or recognitions you have received during high phone number to your previous job in the employer signature box.

		• • • • • • • • • • • • • • • • • • •		and the second se	······································
6					
Sponsor or Employer signature		(a) A set of the se	Contraction and Contraction	Wei was a strain of the second of the sec	
. <u>5</u>			Contraction and Contraction		
Sponsor or ployer signa			W. W. W. W. Start, J. T. & S. W. M. Start, and a strain and str	Very Conjecture of the conj	
F .50					
L SC		1. The second	Determined by a constraint of the second	W. A. Y. & C. Zhang, and J. L. Shang, and a strain of the line of the line of the line of the strain of the line of the strain of the line of	$\label{eq:starting} \left\{ \begin{array}{c} V_{i}^{*} = V_{i}^{*} \left\{ \left( $
<b>9</b>		1. Construction of the second seco	Martin C. C. Construction of the second s		
0.0	4. Some en	Contractions and Additional Contraction and	[20] M. H. Ling, and A. Ling, and A. H. Ling, and A. L	[1] A start start and a start of a start of the start	
2 <u>P</u>		1. Constraints of the second secon	[1] A. M. Walk, ed. J. Walk, and p. M. Walk, and p. J. S. Walk, and p. M. W		
		Bernet and Although and Alth	[15] S. S. M. S		C. C
E E					
2	(c) Server and the server of the server and the server and the server of the server		<ul> <li>A second s</li></ul>		
		The second se	<sup>11</sup> C. C. A. C. C. Construction of the structure of t	The same of a state of the stat	[15] A. A. S. M. K. M
Sponsor or Employer Title	a Marana (a. 1997) Barana (a. 1997) Barana (a. 1997) Barana (a. 1997) Marana (a. 1997) Barana (a. 1997) Barana (a. 1997) Barana (a. 1997) Marana (a. 1997) Barana (a. 1997) Barana (a. 1997) Barana (a. 1997) Marana (a. 1997) Barana (a. 1997) Barana (a. 1997) Barana (a. 1997) Marana (a. 1997) Barana (a. 1997) Barana (a. 1997) Barana (a. 1997) Marana (a. 1997) Barana (a. 1997) Barana (a. 1997) Barana (a. 1997) Marana (a. 1997) Barana (a. 1997) Barana (a. 1997) Barana (a. 1997) Marana (a. 1997) Barana (a. 1997) Barana (a. 1997) Barana (a. 1997) Marana (a. 1997) Barana (a. 1997) Barana (a. 1997) Barana (a. 1997) Marana (a. 1997) Barana (a. 1997) Bara	The start of th	<sup>1</sup> The second secon	1.2.1.1.2. Constraints of the large of th	1. Sector 2.
Sponsor or mployer Tit	(AMP server in the article of the first order of the first of the first of the server of the first of the server of the first of the server		[10] J. M. S. W. Martin, and an example of the state o		
27			C. Sandara and S. Sandara. A structure of the structur	2. We have a set of the set of	1.1. Construction of the second of the second se
<u> </u>	n (1997) 1997 - Maria Maria, ang	The second se			a. Construction of the
i c	Designation of the Control of South C	Wein and the proof of the strength of the s	The structure of the		
8 d					
S E			(1) C.		
Ĥ		C. S. M. MARTIN, M.	(iii) The second sec		
	2. And the standard for the standard	(C) The control of	Control and Con		[10] J. C. M.
				Note that the second of a similar term in a simi	
10			A set of a strange of a stra	4.1 Cher Schwerz, San Linstein, San Sharin, San Sha	
Σ.					
Sponsor or employer printed name			and the set of the		
	The second secon	The design of th	dig a plane at a particular to the control of the second secon		
n e	a. The first of the second		Control and Con		A set of the set of
1 70	M. Construction of the	and the second secon	The set of a state of the set of		
6 e	1. C.	(a) A the set of th	Control and Con		[5] A. Law Y. Yuang, C. W. Wang, C. Laward, S. W. Wang, C. W. W
E. 6	The second se				Contrast and Co
Dr.		The second se	The second se		And a strain of the strain
5 -			[10] S. L. S.	A second se	
d S		With the second of the second seco	Construction of the second	[14] S. Wang, S. L. S. Martin, S. K. S. Martin, S. Y. & Martin, S. Martin,	
•1				Control and Con	
		All and the second s			1. Construction of the second seco
į.	1.4. Control of the Control of th	(1) C.	A strand with a strange of the st		
-	<ul> <li>A second s</li></ul>	1.7 In the state of the Control of the State of the St	(a) Construction of the		<sup>1</sup> A. Kurama, J. S. Kura, J. Sang, J. Sang, J. Sang, J. S. Sang, Y.
۲.					Fig. 2. Sec. 1. Sec
•	Construction of the second se Second second seco	2. Construction of the second seco	A. (2014) A. (2010) constraining the descent of the second constraints of the second constrai		Martine I. Source and the Source of Source and Sourc
ΣL			<ol> <li>C. C. C. Martine and M. Martine and M. M. Martine. Nature 2010; A rest of the second state of</li></ol>		
i vi		Construction of the Construction of Constru			
1. S					Control of the start of the
A d		(A) and (A)	The second se		(1) Comparison & Comparison (Comparison) Comparison (Comparison) Comparison (Comparison) Comparison (Comparison) Comparison (Comparison) Comparison
up, Activit, Employer	<ul> <li>Construction of the second seco</li></ul>		1. Construction of the second seco		
E E		(1) Construction of the product of the state of the st			
Group, Activity, or Employer		A real of the second se		We can set the set of	
5		C. C	and a start of the start of		
-	1. Start and the start and	$\label{eq:second} \begin{array}{c} W_{11}(u) = 0  (u) =$	An and a support of the support o		$ \begin{array}{c} 1 & - 1 \left( \left\{ \left\{ \left\{ 1 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\$
	1. Construction of the second seco	1.1 States and the second s	Weiner and State of the second sec	(2) Construction of the second sec	
		And the second s	A set of the set of	Mark Markan, and Markan, an	
	A man and a second seco				
4		1. A set of the set	A second seco	March 1997, W. M. Starten, M. S. Starten, M. S. Starten, J. Sta	
11 <sup>th</sup>			$ \begin{array}{c} \left\{ \left  \left\langle {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle + \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\} = \left\{ \left  {{{\cal A}}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle {{\cal A}} \right\rangle = \left\{ \left  {{{\cal A}}} \right\rangle = \left\{ \left  {{{{\cal A}}} \right\rangle = \left\{ \left  {{$	C. C	
		<ul> <li>Berner, San Barra, C. and S. S.</li></ul>	Margana and Arganization in a second prior of the second prior of	<ul> <li>A second s</li></ul>	
10 <sup>th</sup>			Weiter and Section 2017 And an Article 2017 Control of the Section 2017 Control of	1. Construction of the second seco	Visit and the second state of the second state
10	A second a second secon	A rest of the set o	Construction Co	1. Consequences of the first sector of the	1. Starting of the second s
		terreture "Prove of the distribution of the di			
9 <sup>th</sup>		China and Chi		A set of the set of	
6			Control Factor and Control Fa		
		A share of the second s			
<u>1</u>		Construction of the second se Second second seco	Construction of the second se Second second sec		
•				• The second	
ļ ģ			An	A provide a provide sector of the provide	1. Construction of the second seco
.e				A Section of the s	
ecognit Award				View of the second s	1. Second and the
160 (m	C. S.	C. C. And S. C.		$ \begin{array}{c} d_{12} (d_{12} + d_{12} + d_{12$	Charles and State and S
O A		Comparison of the second se	A set of	1. Construction of the second seco	1. Construction of the second seco
		with a cost of the cost of th		(4) Construction of the second sec	
<u></u> 9 ⊴		Contracting the state of the first of the state of the st	$\label{eq:constraint} \left\{ \begin{array}{l} t_{i} \mbox{ transmitted} \\ t_{i} \mbox{ transmitted} $	1. A set of the set	
Re	<ul> <li>Second Strang Second Stranger Stranger</li> <li>Second Stranger Stranger Stranger</li> <li>Second Stranger Stranger</li> <li>Second Stra</li></ul>	[10] Y. Y. Y. Hand, C. S. Start, C. S. Start, J. S. S. Sart, C. S. Sart, S. S. Sa	And the second strength and the second strength and the		
b, Re					1. Consistent of the state of a state of the state of
lob, Re A					
Job, Recognition, or Award					

							And Annual and a second s		
	دە .								
	Final Grade			A compared with the second sec	1. A Margin de la construcción de la construcció				
	E 5	87 B				1. Set 2015 The second set of the set of the second sec			
		87			1. And State		La de gran de la constante en	Additional and a formation of the second of the secon	
	11			Viet and the second					
					The formation of the strength				
	10					1. The set of the s		4. Construction and the second of the second sec	
	6						many Court Sector Secto		
		X					An end of memory and the second secon		
	#		7	And Protocol and State of the Annual Annu	To be a set of the		(iii) A start of the start o		
	Dual Enrollment					1. Construction of the		C. S.	
	Dual			1. We can be a set of the set	We also be a set of the set of	* Construction of the second secon		Contrasting Carlos Carlos Carlos de Junio de las contrastingos de las	
	En						Comparing the Control of Contr		
re	t q								
latu	Advanced Placement			Construction of the con	Control State		2. A state of the set of the s	A second	
Sigr	lval acei							1. The based of the characteristic of the based of the ba	
OT	P. P.	Х		Control and Con	<sup>12</sup> W. S. W. K. S.				
Counselor Signature							And Andrew State and a second state of the second state of th		
Cou	ors					Control of the second secon			
Ŭ	Honors			Control and Control and Control and Control Control and Control and Control and Control Control and Control and Control and Control and Control and Control and Control Control and Control and Control and Control and Control and Control Control and Control		Weiter and State and St			
				A. L. C. M. Martine, M.	Control and Con			C. S. Construction Construction Con- traction Construction Construction Con- tractional Construction Const	
					A straight of the straighto				
					Vietnamental and State	1. If the start of the start	The Markov Schule Sc		
I									
				[10] A. C. M. S. M. S	Amount of a second	And any other start of the s			
					1. C. C. Martine, and M. S. Martine, and Martine, and Martine, and Martine, and Martine, and Martine, and				
								Control Con	
				If the state is a state of the state of t	A construction of the second s		Charles and State and S		
	se								
	Course				Construction of the second				
	U U				Prove and an entropy of the second				
		5		Construction of the second		2. A second statistical sta	Security of the security of		
		istol				- Control of the second sec			
ne:		Id H							
nan		Wor.						A Construction of the c	
lor		le:							Control of a control of the contr
Counselor name:		Example: World History							
Col		E							

8. ACADEMIC PREPARATION: List all Honors, Advanced Placement and Dual Enrollment classes taken in high school. Check the year enrolled. Use an additional sheet if necessary. Please have counselor verify here:

- 9. **MANDATORY ESSAY**: Please respond to one of the three prompts below with a typed and double-spaced organized ESSAY with a maximum of one page. Please note that failure to adhere to the requested format will work against you. Your essay must be submitted at the same time as your application.
  - 1) Share an event in your life that has influenced your character.
  - 2) Explain what services you have given to the community and/or school.
  - 3) Define your leadership role on campus as well as in the community.
- 10. **RECOMMENDATIONS**: A minimum of 5 teacher recommendations are required. Chosen teachers will score you based on the following criteria: Reliability, Responsibility, Work Habits, Cooperation/Attitude, and Attendance. In the space below, please list the names of the teachers you wish to be contacted for your recommendations. Please note: you are not responsible for acquiring the recommendation; you are simply responsible for acquiring the name and signature of the teachers you wish to serve as your recommender AND providing each with a form for completion. If you are attending PHCC or FLVS, please give forms to your most recent RRHS teachers. For ease of the teacher, please print their name and fill in their room number. If you are new to RRHS, please see Maria Cardo well before the deadline for information about teacher recommendations.

Teacher Name Printed	Teacher Signature	Teacher Room Number

11. **Professional Reference**: In addition to 5 teacher recommendations, you must have one professional reference / Letter of Recommendation from an outside source that knows you professionally and personally. This outside source cannot be a parent/guardian/family member. This letter must include how the person knows you and how/why you would be an ideal candidate for National Honor Society. This letter must be on official letterhead.

# NHS SCORING RUBRIC FOR MEMBERSHIP CONSIDERATION

**Rubric:** The total number of possible points is 15. The minimum number of points needed for consideration is 12. A maximum of 5 is available in categories of Character, Leadership, and Service. <u>There is no rounding up of scores</u>. (NOTE: You earn points ONLY under the current year column.)

------Scholarship -- <u>YES or NO</u> Essay Submitted <u>YES or NO</u> SCHOLARSHIP - Students with a 3.5 weighted GPA are eligible for membership consideration. ------Character -- Score \_\_\_\_\_ CHARACTER – (Character Point Scale: 1-5) LOR Submitted <u>YES or NO</u>

These scores are based on Letter(s) of Recommendation and the average of teacher recommendations in the areas of reliability, responsibility, work habits, cooperation/attitude, attendance, and academic honesty. All teachers will have an opportunity to comment on candidates before selection is announced. ------Leadership -- Score \_\_\_\_\_

**LEADERSHIP** — Belonging to any clubs in high school demonstrates leadership qualities. One point will be awarded for active membership in the following: Interact, Student Council, Key Club, SADD, and other honor societies, church organizations, Scouts, sports, other clubs. One more point will be awarded for office held within the organization. Have club sponsor sign next to hours or have a letter documenting membership and leadership.

On each grade level, your points are on the left and the rubric points are on the right.

Soph. year	Rubric pts.	Junior year	Rubric pts.			
5 points +	5	8 points +	5			
4 points	4	6-7 points	4			
3 points	3	5 points	3			
2 points	2	4 points	2			
1 point	1	3 points	1			
				Service	Score	

**SERVICE** — One point will be awarded for every 10 hours of service for Sophomores and 15 hours of service for Juniors. Have a letter or signature documenting all hours. Official documentation on organization letterhead is required when service is completed through an off-campus agency.

Sophomore `	Year	Junior Year			
Hours of Service	<b>Rubric Points</b>	Hours of Service	Rubric Points		
50+	5	75+	5		
45-49	4.5	68-74	4.5		
40-44	4	60-67	4		
35-39	3.5	53-59	3.5		
30-34	3	45-52	3		
25-29	2.5	3 8-44	2.5		
20-24	2	30-37	2		
15-19	1.5	23-29	1.5		
10-14	1	15-22	1		
5-9	.5	8-14	.5		
0-4	0	0-7	0		

Again, each of the latter three sections has a maximum of 5 points, and the highest possible total score is 15. A student must have 12 or more points, a completed eligibility packet, and a well-developed essay to be considered for membership. THERE IS NO ROUNDING UP OF SCORES.

### **TOTAL POINTS:**

#### (Revised January 2021)