



SMALL INDUSTRIES DEVELOPMENT BANK OF INDIA

HEAD OFFICE: SIDBI TOWER, 15 ASHOK MARG, LUCKNOW - 226001

RECRUITMENT OF OFFICERS IN GRADES A & B (This Advertisement can also be viewed at www.sidbi.in)

Candidates are advised to apply **ONLINE** latest by **16.10.2010**, through Bank's web site at **www.sidbi.in** after carefully going through all the instructions contained in the application and general instructions given in this advertisement. **No other means / mode of Application / Printout will be accepted.**

The Bank invites applications for the posts of officers at the level of **Assistant Manager (Gr 'A') and Manager (Gr 'B')** as indicated below.

Sr. No.	Name of Posts Pay Scale (due for revision) Gross emoluments p.m. at minimum of pay scale	Post code	No. of vacancies	Reserved for					
				SCs	STs	OBCs	Persons with Disabilities (PWD)		
							OH	LV	HI
1	Assistant Manager Grade 'A' ₹ 11250-700-18950-EB-700-21750-750-22500 ₹ 21000/- approx	01	95	16	9	26			
2	Manager Grade 'B' ₹ 13700-700-20000-EB-700-21400-750-24400 ₹ 25000/- approx	02	2	--	--	2	10	5	1

SC - Scheduled Caste, ST - Scheduled Tribe, OBCs - Other Backward Classes, OH - Orthopaedically Handicapped, LV - Low Vision, HI - Hearing Impaired

- The total number of vacancies as also reserved vacancies mentioned above are provisional and may vary depending upon actual requirement of the Bank. The vacancies include backlog and shortfall in respective categories. The exact number of posts reserved for SCs, STs, OBCs and PwDs indicated above may vary depending upon the actual number of offers issued / number of candidates actually joining.
- The designations / name of the post mentioned above are only indicative. The Bank reserves the right to change the name of post / designations at any time without notice.
- OBC applicants falling under 'Creamy Layer' on the date of closure of 'On Line' registration gateway will be treated as unreserved.
- SIDBI reserves the right to draw wait lists of candidates in different grades and consider such wait listed candidate(s) for meeting actual requirement. Offers could be issued in phases as per the requirement of the Bank.
- As per the existing guidelines of the Bank, candidates having already qualified JAIIB / CAIIB (prior to joining SIDBI) will be eligible to be considered for grant of one / two advance increments in the respective pay scale subject to production of documentary evidence to the satisfaction of the Bank.
- The Bank, at its discretion, may grant not more than 4 advance increments (including JAIIB/CAIIB increments) in the respective pay scale for the grade in which the candidate has been offered the post to such candidates who possesses good academic qualification or special experience of value to the Bank. However, such requests shall be examined on case to case basis by the Bank only after the candidate has reported for duty and on submission of necessary documentary evidence as required by the Bank. The decision of the Bank for grant of such advance increments or otherwise as also the date of grant of such advance increments shall be final and binding on the candidate and no correspondence in this regard shall be entertained.
- Besides emoluments as per the pay scale given above, all the posts indicated above shall carry other facilities like pension, gratuity, leave fare concession, reimbursement of medical expenses, reimbursement of vehicle maintenance expenses / allowance, vehicle loan, housing loan etc. as per the Bank's rules. Bank's unfurnished residential accommodation / dormitory accommodation (available at select centres) may also be provided at the discretion of the Bank subject to availability of accommodation / dormitory on payment of fixed charges as determined by the Bank from time to time. In case of non availability of Bank's accommodation, the facility of leased accommodation shall be available at all centers as per existing rules of the Bank. All the above posts are also open for officers employed in SIDBI who may also apply online. The Bank reserves the right to give them suitable relaxation / concessions in educational qualification, upper age limit, application fee etc as deemed fit by the Bank.
- The candidates (including Staff candidates) can apply for ONE POST ONLY. In other words, 'On Line' Registration for more than one post by a candidate will render his candidature invalid for all the posts.**
- The Bank reserves the right to offer post in a lower grade even though the candidate applies and fulfills the eligibility criteria for a higher grade post.
- It is clarified that it may not be possible to employ candidates with disability in all offices / departments of the Bank and they will have to work in the post / centers as decided by the Bank in this regard.
- The Bank may allow inter-se exchange of reservation between the OH and LV candidates, if suitable applicants of a specified category are not available.
- The Definitions of Disabilities and the Degree of Disability for availing benefits of Reservation shall be in accordance with instructions issued by Govt. of India from time to time. Presently, the instructions are contained in Ministry of Personnel, Public Grievances and Pension (Department of Personnel and Training) OM No. 36035/3/2004-Estt(Res) dated December 29, 2005. Candidates may like to visit web site of Ministry of Social Justice and Empowerment, Govt. of India for further details in this regard.

2. Probation and posting / transfer for all posts

The selected candidates would be on a probation for a period of 2 years extendible upto 4 years at the discretion of the Bank. The selected candidates will be liable to be posted / transferred, at discretion of the Bank, to various offices / departments / associates / subsidiaries of the Bank from time to time and on such terms and conditions as may be decided by the Bank.

3. Reservations / Relaxations / Concessions

- Reservations / Relaxations / Concessions would be given to SCs/STs/OBCs/PwD/Ex-Servicemen candidates as per guidelines issued by Govt. of India.
- The PwD candidates should possess a recent disability certificate, in the prescribed format, issued by the competent authority. The competent authority to issue disability certificate shall be a Medical Board duly constituted by the Central or a State Govt. The Central / State Govt. may constitute Medical Board(s) consisting of at least 3 members out of which at least one shall be a specialist in the particular field for assessing locomotor / cerebral / visual / hearing disability, as the case may be. **Reservation for PwD is called horizontal reservations and these will be adjusted against the number of incumbents in the relevant reservation roster. The format of the disability certificate is given alongwith the detailed advertisement on SIDBI's website.**

Definitions of Categories of Disabilities:

A. Orthopaedically Handicapped (OH):

An Orthopaedically Handicapped (OH) person is one suffering from Locomotor Disability or Cerebral Palsy. Persons who suffer from not less than 40% of relevant disability (as certified by a Medical Board appointed by the Center / State Govt) would be eligible for reservation in service / posts.

- Locomotor** disability means disability of the bones, joints or muscles leading to substantial restriction of the movement of the limbs or any form of cerebral palsy.
- Cerebral Palsy** means a group of non-progressive conditions of a person characterized by abnormal motor control posture resulting from brain insult or injuries occurring in the pre natal, peri-natal or

infant period of development.

Only those who fall into the following categories are eligible to apply:

- BL: Both legs affected but not arms
 OA: One arm affected (R or L) (a) Impaired reach
 (b) Weakness of grip
 (c) Ataxia

OL : One leg affected (R or L)
 MW: Muscular weakness and limited physical endurance

B. Person with low vision (LV) : means a person with impairment of visual functioning even after treatment or standard refractive correction but who uses or is potentially capable of using vision for planning or execution of a task with appropriate assistive device.

C. Hearing Impaired (HI) : "Hearing Impairment" means loss of sixty decibels or more in the better ear in the conventional range of frequencies.

4. Eligibility Criteria

4.1 Nationality / Citizenship

A candidate must be either (i) a citizen of India or (ii) a subject of Nepal or (iii) a subject of Bhutan or (iv) a Tibetan refugee (who came over to India before 1st January 1962) with the intention of permanently settling in India or (v) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka, East African Countries of Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India. Provided that a candidate belonging to categories (ii), (iii), (iv) or (v) above shall be a person in whose favour a certificate of eligibility has been issued by the Government of India. A candidate in whose case a certificate of eligibility is necessary may be admitted to the examination / interview conducted by the Bank but on final selection, the offer of appointment may be given only after the necessary eligibility certificates have been issued to him / her by the Government of India.

4.2 Age Limit (as on September 01, 2010)

Post code	Minimum and Maximum Age Limit
01	Not below 21 years and not exceeding 30 years.
02	Not below 24 years and not exceeding 33 years.

4.3 Relaxation in upper age limit would be available as under:-

SC/ST/OBC/PwD/Ex-Servicemen would be eligible for age relaxation as per Govt. of India guidelines which are as under:-

- By 3 years in upper age limit** in case of OBC candidates having certificate from the competent authority **with non-creamy layer clause.**
- By 5 years in upper age limit** in respect of (a) SC/ST candidates, (b) Ex-servicemen (including ECOs / SSCOs) provided applicants have rendered at least 5 years continuous military service and have been released on completion of assignment (including those whose assignment is due to be completed within one year) otherwise than by way of dismissal or discharge on account of misconduct or inefficiency or/on account of physical disability or have been released on account of physical disability attributable to military service or on invalidment, (c) ECOs/SSCOs who have completed their initial period of assignment of five years of Military Service but whose assignment has been extended beyond five years and in whose case the Ministry of Defense issues certificates that they would be released on selection within three months from the date of receipt of offer of appointment, (d) All persons who have ordinarily been domiciled in Kashmir division of J & K State during 01-01-1980 to 31-12-1989 and (e) Children / family members of those who died in the 1984 riots.
- By 5 years in upper age limit** for PwD (unreserved); 8 years for PwD (OBC) and 10 years for PwD (SC/ST) candidates. However, in case selection is resorted to by way of online / written examination and interview, relaxation would be by 10 years in upper age limit for PwD (unreserved), 13 years for PwD (OBC) and 15 years for PwD (SC/ST) candidates.

Notes:

An ex-serviceman who has once joined a Govt. job on the civil side after availing of the benefits given to him as an ex-serviceman, for his re-employment, his ex-servicemen status for the purpose of re-employment in Govt. ceases.

Age relaxation will be available on cumulative basis as per Govt. guidelines.

All persons who are eligible for age relaxation under (ii) (d) above must produce the domicile certificate at the time of interview from the district Magistrate in the Kashmir Division within whose jurisdiction he / she had ordinarily resided or any other authority designed in this regard by Government of J & K to the effect that the candidate had ordinarily been domiciled in the Kashmir Division of the State of J & K during 01-01-1980 to 31-12-1989.

4.4 Essential Educational Qualifications and Post Qualification experience (As on September 01, 2010)

Post code	Minimum educational qualification	Minimum post qualification experience
01	Bachelor's Degree with minimum 60% (55% for SC/ST) marks in aggregate in any stream and PGDBA / PGDBM / PGDM / MBA / CA / ICWA / CS from a recognized institute / University. OR Bachelor's Degree in Law from a recognized institute / deemed university / university with minimum 60% marks (55% for SC/ST) in aggregate. OR Graduation in Computer Science from any recognized university OR Graduation in Engineering / Science / Commerce / Economics with Maths from any recognized university and one year Diploma in Computer Science from a reputed institute with minimum 60% marks (55% for SC/ST) in aggregate. OR B.E (Civil) or D.E (Civil) with A.M.I.E from any recognized institute / university / deemed university with minimum 60% marks (55% for SC/ST) in aggregate.	12 months
02	Graduation with minimum 60% marks in aggregate in Economics / Econometrics / Statistics / Operations Research / Industrial Relations / Labour Management / Social Work / B.E / B.Tech with CA / ICWA / MBA / PGDBA / PGDBM / PGDM.	3 years experience with minimum 1 year in areas of forex / accounts / Risk Management / Industrial Relations / Labour Management / Energy Management / Clean Technologies / Environmental Science.

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Notes :

- i) Proficiency in computers is essential for all the above posts.
- ii) Specialist officers from Banking Industry in streams such as Legal, Information Technology, and HR etc would also be eligible to apply and would be absorbed in the general stream.
- iii) The post qualification experience of requisite period as indicated above should be in officers' cadre in RBI / All India Financial Institutions / Public Sector Banks / Pvt. Sector Banks / Investment Banks / Merchant Banks / State Financial Corporations / Asset Reconstruction Companies/ Rating Agencies / Stock Exchanges / NBFCs.
- iv) The Bank reserves the right to raise / modify the eligibility criteria in educational qualification (including the percentage marks secured at Graduation level) and minimum post qualification work experience.
- v) The post qualification experience should be full time in officers' cadre and will be counted after the date of acquiring the prescribed qualification upto the cut-off date specified for determining eligibility. Experience of working in a contractual capacity / trainee / apprentice shall not be counted.

5. Selection Procedure

5.1 Selection Procedure (for both posts)

The Selection would be by way of personal interview before the Selection Committee. However, depending upon the response received, the Bank may also consider conducting online test / written test / Group Discussion (GD). Details regarding online test / written test / GD, if required to be held, shall be intimated to the candidates and Bank's decision in this regard shall be final.

5.2.1 Interviews shall be held at Delhi, Mumbai, Kolkata and Chennai. Candidates can select any one center from the above mentioned centers and indicate center code in his / her application. The Bank, however, reserves the right to cancel / add any venue for Interview, depending on the response / number of applications for a particular centre. The decision for allocating the centre to the candidates will be solely at the discretion of the Bank and **requests for change of centre will not be entertained.**

5.2.2 The details regarding the time, date and address of the venue of the Interview will be intimated to the short listed eligible candidates through 'ONLINE' Call Letters (on their registered e-mail id), which they should produce at the time of interview. No separate communication i.e. either by post or otherwise would be issued to the candidate. Other instructions, if any, in this regard would also be displayed on the website. Candidates will not be allowed to appear for the Interview without the call letter. In view of sending call letter 'online', no duplicate call letter would be issued to any candidate. **Candidates are, therefore, advised to visit the Bank's website at regular intervals.**

5.2.3 Candidates short listed for interview shall have to produce SIDBI's copy of challan {see Sr. No. 6 below}, all **certificates in original** for verification of their age, educational qualification, caste/tribe/class/PwD/ Ex-SM/ (if any) and experience details **at the time of interview. Failure to produce the same shall render the candidate ineligible for the recruitment process.**

6. Non-Refundable Application cum processing fee and Postage charges

Category of Candidate	Application cum processing fee / postage charges	Mode of payment
SC/ST/PwD	₹ 50/- (Rupees Fifty) only towards postage charges.	For making payment of postage charges and Application cum processing fee, the candidates are required to log in through our website i.e. www.sidbi.in and fill up the format of Challan available in the payment option. The Challan (which will have three parts) may be printed by the candidate and submitted at any branch of State Bank of India along with the required amount in cash. Candidates must ensure that on deposit of money, the SBI branch retains copy of Challan meant for SBI Branch and remaining two copies i.e. Candidate's copy and SIDBI's copy are returned to the candidate with under noted details: (i) Journal number (7-10 digits) to be provided by the SBI Branch (ii) Name of SBI Branch (iii) Branch code number and (iv) Date of deposit
Others (including OBCs and Ex-SM)	₹ 300/- (Rupees Three hundred only) towards application cum processing fee.	The Candidates must ensure that the above details are invariably provided by the SBI branch on both parts of the Challan (Candidate's copy and SIDBI copy) returned to them as indicated above. In case any of the details are found missing in any of the above two copies of the Challan, the payment made by the candidate shall be treated as invalid and the Candidate would not be eligible for appearing in further stages of the recruitment process. Bank's decision in the matter shall be final and binding on the applicants.

- (i) In addition to the Postage charges / Application cum processing fee, the Candidate will also have to pay 'bank charges' of ₹ 50/- to the SBI Branch at the time of making the payment.
- (ii) The 'bank charges' would have to be separately indicated in all the copies of the Challan before making the payment.
- (iii) Postage charges / Application cum processing fee once deposited will not be refunded under any circumstances. The payment would be accepted by the SBI branch only during banking hours upto 16.10.2010. This applies to candidates belonging to far flung areas also.
- (iv) A candidate who has made the payment of charges as per the above specified procedure may thereafter apply online and ensure to key in the necessary details of the 'Challan'.

7. How to apply

Eligible candidates are required to apply only 'ONLINE' through the Bank's website www.sidbi.in. No other means / mode of application will be acceptable. Application should be filled in English only.

Before registering their applications on the website, candidates should possess the following, which they would be required to produce/submit at the time of interview:

- (i) Two copies of the Challan issued by the SBI Branch where application cum processing fee / postage charges have been deposited in cash.
Challan details shall be required to be filled in the Application form. Candidates must ensure that two copies of the Challan issued by SBI Branch must invariably mention - (i) Journal number (7-10 digits) (ii) Branch name (iii) Branch code number and (iv) date of deposit as indicated above.
- (ii) A valid e-mail id for filling the application.
In case the candidate is not having a **valid e-mail id**, he/she can create a new e-mail id. No request for change in e-mail id subsequently shall be entertained under any circumstances. **Since e-mail id shall be the focal contact point with the candidate, they are advised to keep the e-mail id valid during the entire recruitment process and track incoming mails.**
- (iii) Valid proof of Identity such as PAN card / Passport / Voter ID Card/ Driving License/ Permanent Identity Card issued by the present Employer / any other valid proof of identity issued by Central / State Govt. / Local Govt. bodies acceptable to the Bank.

Note: Candidates must keep a copy of the print out of the system generated Application and Challan Receipt for their record and future reference. **After close of the 'ONLINE' registration gateway, the facility for taking the print out shall be closed.**

GENERAL INSTRUCTIONS

[PLEASE READ CAREFULLY BEFORE ON LINE FILLING UP THE APPLICATION FORM]

1. The candidate should apply **FOR ONE POST ONLY**. Multiple applications shall not be considered. Candidates uploading more than one application for any reason shall be treated as ineligible.
2. The Bank has the right to reject any application / candidature at any stage without assigning any reason and the decision of the Bank shall be final and binding on the candidate.
3. Appointments of selected candidates will be subject to his / her being declared medically fit by Bank Medical Officer, satisfactory report about his / her character and antecedents by the Police Authorities,

satisfactory report from his / her previous employer and referees, verification of caste / tribe and class certificate (for reserved category candidates only) and completion of all other pre recruitment formalities to the complete satisfaction of the Bank. Further, such appointment shall also be subject to Service and Conduct Rules of the Bank.

4. Printout of the online application form and any other document (in original or copy thereof) **SHOULD NOT BE SENT** to any office / branch of SIDBI.
5. Before filling in the application form, the candidates must ensure that they fulfill all the eligibility criteria with respect to age, educational qualification, work experience etc. as on **September 01, 2010** in respect of the post for which he / she is making the application and that the particulars furnished in the application form are correct in all respects.
6. **Candidates are cautioned** that they should not furnish any particulars or information that are false, tampered/fabricated or should not suppress any material information while applying on line. **In case it is detected at any stage that a candidate does not fulfill any of the eligibility criteria for the post applied for and / or that he / she has furnished any incorrect information or has suppressed any material fact(s), his / her candidature will stand cancelled. If any of these shortcomings is / are detected even after the appointment, his/her services are liable to be terminated.**
7. Regarding educational qualification, if grades are awarded instead of marks, candidates should attach a copy of the Conversion Chart of Grade into Numeric value which has been duly attested by the Head of the Department / Institute, in case the same is not indicated / printed in the mark sheet.
8. Decision of the Bank in all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, the documents to be produced for the purpose of conduct of interview, written test / online test / group discussion (if required) and other matters relating to recruitment will be final and binding on the candidates. **No correspondence or personal inquires shall be entertained by the Bank in this regard.**
9. The Bank reserves the right to raise the minimum eligibility standard, etc., in order to restrict the number of candidates in the proposed selection process commensurate with the number of vacancies. **No separate communication / notification shall be issued in this regard.**
10. The Bank shall not entertain requests from the candidates seeking advice about their eligibility to apply.
11. The Bank does not furnish the mark-sheet of selection process to candidates.
12. Application once made will not be allowed to be withdrawn and the Application cum processing fee / postage charges once paid will **NOT BE** refunded on any account nor would be held in reserve for any future examination or selection. The Application fee cum processing charges / postage charges shall also **NOT BE** refunded in case the application is rejected / not considered by SIDBI. No correspondence in this regard shall be entertained.
13. Candidates must ensure to fill up the correct particulars of the fee deposited. Entering false/ incorrect / incomplete information in respect of the Challan for deposit of fee / postage charges in the on-line application would render an application invalid & ineligible and the candidature of such candidates shall stand cancelled.
14. Sufficient copies of the recent passport size **colour photograph (without dark glasses)** which is pasted on the printed copy of the 'ON LINE' call letter, should be retained for subsequent recruitment formalities. **Candidates are advised not to change their appearance till the entire recruitment process is over. Failure to produce the same photograph subsequently may lead to disqualification.**
15. The candidates shall have to produce "print out" of the system generated application form with a duly affixed photograph along with **original certificates** in respect of age, educational qualification, experience, caste / tribe / class (for SC/ST/OBC candidates only), identity proof and certificate of disability (for PwD only) **at the time of appearing for interview.** Further, candidates seeking age relaxation under 'Children / Family members of those who died in 1984 riots' and / or whether ordinarily domiciled in Kashmir Division of the State of J & K during 01-01-1980 to 31-12-1989 shall have to produce necessary certificate issued by the competent authority in this regard at the time of interview. **Failure to produce the print out of the system generated application form with photograph affixed on it along with all the requisite certificates / documents in original for verification of the eligibility and other particulars at the time of interview, shall lead to disqualification of the candidate and he / she shall be barred from the interview.**
16. In respect of candidates belonging to SC/ST/OBC category, the Caste /Tribe / Class certificate should have been issued in the prescribed format and by authorities empowered to issue such certificate. The OBC certificate should specifically indicate that the candidate does not belong to **Creamy Layer Section** excluded from the benefits of reservation for OBCs in Civil Posts and Services under Govt. of India and that the **OBC Certificate should not be more than one year old from the date of closure of on line registration gateway.**
17. The competent authority for issue of the Certificate to SC/ST/OBC is (i) District Magistrate / Additional Dist. Magistrate / Collector / Deputy Commissioner / Additional Deputy Commissioner / Dy. Collector / First Class Stipendiary Magistrate / Sub-Division Magistrate / Taluka Magistrate / Executive Magistrate / Extra Assistant Commissioner (ii) Chief Presidency Magistrate / Additional Chief Presidency Magistrate / Presidency Magistrate (iii) Revenue Officer not below the rank of Tahsildar (iv) Sub Divisional Officer of the area where the candidate and / or his family normally resides.
18. The candidate's appointment will remain provisional subject to caste / tribe / class certificate being verified through proper channel and verification of testimonials. **The candidate's service will be liable to be terminated forthwith without assigning any reason in case the verification reveals that his / her claim for belonging to SC, ST, OBC (including not belonging to creamy layer), PwD, Ex-Servicemen category (as the case may be) or any of the other testimonials is false. The Bank also reserves its right to take such further action against the candidate, as it may deem proper, for production of false certificate(s) / testimonials.**
19. Option for use of Hindi/English will be available for online test / written test (if such tests are required) **except for those papers which shall be set in English language only** and during group discussion and / or interview. **Candidates may note to indicate their choice at appropriate place in the application form.**
20. Eligible (unemployed) outstation SC/ST and PwD candidates called for INTERVIEW shall be reimbursed to and fro second-class rail / bus fare by the shortest route on production of evidence of travel i.e. Railway / Bus receipt / ticket. The fare for journey of first 30 Kms each shall be borne by the candidate. However, the fare will not be reimbursed to those candidates who fail to **produce the print out of the system generated application form with photograph affixed on it along with all the requisite certificates / documents for verification of the eligibility and other particulars at the time of interview.**
21. Selected Candidates, who are already in service of Government / Quasi-Government organizations / Public Sector Banks / Undertakings, must produce a **'proper relieving letter / discharge certificate in original'** from their present Employer **at the time of reporting for duty, failing which they shall not be allowed to report for duty.** Therefore, candidates, who are already in service of Government / Quasi-Government organizations / Public Sector Banks / Undertakings are advised to obtain prior permission / No objection certificate from their present employer before applying in SIDBI, as may be required as per rules / regulations of their present employer in this regard.
22. Only candidates **willing to serve anywhere in India** may apply.
23. Any request for **change of address / e-mail id / change of centre for interview shall not be entertained** under any circumstances.
24. The Bank reserves the right to cancel any of the centres and / or add some other centres depending upon the response, administrative feasibility etc. Bank also reserves the right to allot the candidate to any of the centres other than the one he / she has opted for.
25. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response thereto can be instituted only In Lucknow and Courts / Tribunals / Forums at Lucknow only shall have sole and exclusive jurisdiction to try any clause / dispute.
26. In case any dispute arises on account of interpretation in version other than English, the English version of this Advertisement will prevail.
27. The candidate must **ensure to keep safely the system generated print out of application form / registration number and password** for future use. No requests for re supply of registration number / password shall be entertained.
28. **Canvassing in any form will be a disqualification.**