

Resolution of the managing director of the Health Research Institute of the Balearic Islands Foundation calling for a selection process for the hiring of four postdoctoral researchers for the FOLIUM program of the project "GREAT IdISBa: Generate Research Excellence and Advanced Therapies in IdISBa", a call financed by the 2023 annual plan of the Sustainable Tourism Tax (ITS2023-121 GREAT)

File code: FOLIUM-2023

Decree 68/2012, of 27 July, that regulates the *Butlletí oficial de les Illes Balears* (BOIB), establishes in the article 15 the competence to order the insertion of edicts in the BOIB and, in point 4, specifies that public institutions or entities not mentioned in the first three points must accredit the bodies and persons who, in accordance with their specific regulations, have the power to order or request the insertion of texts in the BOIB. If there is no specific accreditation, it must be understood that it corresponds to whoever exercises the representation of the body, entity or institution from which the text emanates.

Furthermore, in accordance with article 27 of the Foundation's Statutes, the managing director of the Foundation is the person competent to develop the personnel policy approved by the Board of Trustees and, for this purpose, select staff, sign or terminate contracts, execute the agreements of the Board of Trustees in matters of remuneration, agree on sanctions, exercise senior management of the personnel serving the Foundation and maintain relations with the staff representation bodies, in addition to all those actions that are entrusted to him in this matter, without prejudice to the functions that correspond to the president.

For all these reasons, I dictate the following:

Resolution

Order the insertion in the *Butlletí Oficial de les Illes Balears* of the call for the hiring of four postdoctoral researchers for the FOLIUM program from the project "GREAT IdISBa: Generate Research Excellence and Advanced Therapies in IdISBa" (see attached annex).

Palma, on the date of the electronic signature

The managing director of the Foundation

Carlos Enrique Herrero

ANNEX 1

Call for the recruitment of four postdoctoral researchers for the FOLIUM program of the project "GREAT IdISBa: Generate Research Excellence and Advanced Therapies in IdISBa", call financed by the 2023 annual plan of the Sustainable Tourism Tax (ITS2023-121 GREAT)

The Foundation is entrusted with, among others, the function of managing means and resources for the execution of clinical, basic and applied research programs, technological development and innovation in the field of health.

In order to carry out these functions, the Foundation needs to incorporate four postdoctoral researchers for the FOLIUM program of the project "GREAT IdISBa: Generate Research Excellence and Advanced Therapies in IdISBa", a call financed by the 2023 annual plan of the Sustainable Tourism Tax (ITS2023-121 GREAT).

The aim of the project "GREAT IdISBa: Generate Research Excellence and Advanced Therapies in IdISBa" is to establish programs to attract research talent that will promote the recruitment of research and research support staff at the Health Research Institute of the Balearic Islands (IdISBa) Foundation, on a competitive basis, who can contribute to investment, research and innovation in the production of health results at the IdISBa Foundation.

Article 23.2 of Law 7/2010, of July 21, on the instrumental public sector of the Autonomous Community of the Balearic Islands, establishes the criteria to be followed by public entities of the Administration of the Autonomous Community when hiring labor personnel.

Articles 17 and 18 of Law 3/2007, of March 27, on the civil service of the Autonomous Community of the Balearic Islands, provide that the principles of equality, merit, capacity and publicity must be applied in hiring.

Decree 17/2019, of March 15, approving the Statute of the research staff at the service of the health research institutes of the Balearic Islands, establishes the legal regime of the research staff of the health research institutes of the Balearic Islands integrated into the instrumental public sector of the Autonomous Community.

The introduction of an open-ended contract for scientific and technical activities by means of Royal Decree Law 8/2022, of April 5, validated by Law 17/2022, of September 5, reforming the Science law, has among its objectives to improve the job stability of research, technical or research project management personnel and is the modality that we propose for the hiring of personnel who are awarded this call.

Although article 20.1 of the science law expressly includes a general reference for all types of employment contracts for research staff, which includes the scientific-technical activities contract –ET and its development regulations, applicable collective agreements, and where appropriate the EBEP–, we must consider that the specific regulation that must be applied is article 23 bis, and the other referenced regulations will act as a supplementary regulation applicable in each case. To this end, IdISBa proposes that the successful bidder's research

staff enter into a scientific-technical activities contract as regulated by Article 23 bis of the Science Act, the purpose of which is "the carrying out of activities linked to lines of research or scientific-technical services, including the scientific-technical management of these lines, which are defined as a set of knowledge, concerns, products and projects constructed in a systematic manner around a thematic axis where activities carried out by one or more research groups converge, and which will require their development following the appropriate methodological guidelines in the form of R&D&I projects."

Section two B of the Agreement of the Governing Council of 23 February 2007, modifying the scope of application and determining the scope of control of point 5 of the Agreement of the Governing Council of 19 December 1995, provides for the accounting and accountability of public companies of the Autonomous Community, with regard to the selection of staff of public entities of the Autonomous Community.

For all these reasons, and in the exercise of the powers attributed to me by article 28.1 and the current founding statutes,

I CALL:

The process for recruiting four postdoctoral researchers for the FOLIUM program from the project "GREAT IdISBa: Generate Research Excellence and Advanced Therapies in IdISBa", of the Health Research Institute of the Balearic Islands Foundation with the following requirements, characteristics and selection criteria:

I. Requirements for the position

Requirements of the candidate

- Having obtained the title of Doctor as of January 1, 2019¹.
- Have Spanish nationality or another nationality in cases where article 57 of the TREBEP allows access to public employment.
- Possess the functional capacity to perform tasks.
- Be sixteen years of age or older and not exceed the maximum mandatory retirement age.
- Not having been dismissed through a disciplinary procedure from the service of any of the public administrations or the constitutional or statutory bodies of the autonomous communities, nor being absolutely or specially disqualified from public posts or positions through a court ruling. In the case of being a citizen of another state, not being disqualified or in an equivalent situation, nor having received any disciplinary or

¹ When calculating the indicated period, interruptions due to the following reasons will be excluded:

1. Periods of rest resulting from maternity or paternity enjoyed in accordance with the protected situations included in the General Social Security Regime. An extension of one year will be applied for each child.
2. Serious illness or accident of the applicant, with sick leave equal to or greater than three months. A one-year extension will apply.
3. Care for dependent persons, in accordance with the provisions of Law 39/2006, of 14 December, on the promotion of personal autonomy and care for dependent persons, for a minimum period of three months. A one-year extension will apply.

These periods of interruption will be indicated and accredited at the time of submitting the application.

equivalent sanction that prevents him/her from accessing public employment in his/her state and under the same terms.

- Complete the registration form (**annex 2**).
- Complete the research group's hosting agreement, signed by all parties (**annex 3**). Each candidate may submit only one hosting agreement.
- Complete the self-assessment form (**annex 4**).

CVs from people who do not meet the requirements will not be considered.

Recipient group requirements

- In order to present a candidate, it is essential to be constituted as an IdISBa research group prior to the publication of this call.
- Groups may have two hosting commitments, but under no circumstances may they have two candidates hired for this same call.
- At the time of submitting the application, the research group must have an active public or private, regional, national or international competitive research project, with an execution period equal to or greater than 18 months from the closing date for applications for this call. In the case of projects that are not managed by the IdISBa, it will be mandatory to provide the relevant information on the host project (final resolution, execution period, research team).
- Having a person linked to a previous FOLIUM call in charge of this project invalidates the project as eligible for this call.
- An application may be submitted for each of the IdISBa intramural call modalities of this call (TECH, JUNIOR and FOLIUM) attached to the same host project. However, in no case may more than one grant (of any modality) be awarded for the same host project.

Failure to comply with any of the rules described above will result in exclusion from the selection process for both the candidate and the research group.

II. Functions

- Develop research programs specific to their area, joining IdISBa research groups.
- Strengthen existing lines of research.
- Produce and promote publications of national and international impact.
- Obtain competitive projects.
- Generate and transfer knowledge with an impact on health to the health system and the population.

III. Submission of applications

Applications can be submitted at the physical registry of the Health Research Institute of the Balearic Islands Foundation or by email² to the Human Resources Unit:

²Documents attached to the email must be in PDF format and compressed into a single ZIP.

idisba.convocatorias@ssib.es. The file code "FOLIUM-2023" must be indicated in the subject of the email. Applications submitted by any other means, mail or format will not be considered submitted.

The deadline for receiving applications will be **15 working days** from the day following the date of publication of the call.

Applicants must submit, along with their application, the documentation proving the requirements and merits they claim in the manner established in these rules. No merit may be considered that has not been proven by providing the corresponding documentation within the application submission period.

IV. Admission of applicants

Once the deadline for submitting applications and documentation regarding the requirements to participate in the selection process has ended, a resolution will be published on the Foundation's website approving the provisional list of admitted and excluded applicants, indicating the reasons for exclusion.

Exclusion cases: application submitted after the deadline; failure to meet the requirements.

Excluded or omitted applicants will have a period of **3 working days**, starting from the day after the provisional resolution is published, to correct the defects or attach the required documentation. If they do not correct or attach the required documentation, it will be understood that they have withdrawn their application.

Once the period indicated in the previous paragraph has ended, a resolution will be issued approving the final list of people admitted and excluded from the selection process, together with the provisional scoring system. Applicants will have a period of **3 working days**, starting on the day following the publication of the final list of those admitted, to correct any scoring defects or attach the required documentation. Information previously published (whether it has been previously corrected or not) cannot be corrected if there have been no changes or corrections by the court.

After publication, all candidates who have submitted their application will be assigned an individual date and time for the interview. The candidate must confirm their participation in the interview in order to be assigned a specific time slot. If the interview is conducted virtually, the original documentation must be submitted when requested by the IdISBa Human Resources Unit.

V. Reservation in favor of persons with disabilities

There is a 7% reserved place for people with disabilities at IdISBa, in accordance with Royal Legislative Decree 5/2015, of 30 October, approving the Revised Text of the EBEP Law. However, this place is not reserved for this purpose.

VI. Type of contract

Permanent contract in accordance with article 23 bis of the Science Law, in the program "GREAT IdISBa: Generate Research Excellence and Advanced Therapies in IdISBa"

The contracts financed with the grants covered by this call follow the compatibility rules in force at IdISBa.

Remuneration: 35 164,42 euros gross per year in 12 installments.

Each contract will have a maximum grant of €2 000 for carrying out mobility activities, understood as stays of at least three months in national or international research centers of recognized prestige.

VII. Accreditation of requirements and merits

The requirements and merits claimed by the applicants must be accredited with reference to the date of the end of the application period by submitting a copy or certified copy of the following documentation.

Accreditation of requirements

- Registration form (**Annex 2**).
- Hosting commitment (**Annex 3**) signed by the applicant and the PI of the host research group.
- Photocopy of the ID or the first page of the passport.
- Presentation of the doctoral degree or the academic certificate of the doctorate, stating the grade obtained in the doctoral thesis and the date on which the degree was obtained.

Accreditation of merits

- **Submission of a CVA (1 January 2019 until the closing date of this call)**³. It must be submitted in electronic PDF format, generated in one of the following ways: *i*) automatically from the CVN editor or *ii*) from any institution certified in the FECYT standardized *curriculum vitae* (CVN) that offers the CVA service. At least, the requirements and indicators required in the call must appear:
 - Indication of the 10 selected publications, including order as signatory.
 - Participation as IP or in the research project team, call, funding entity and type of participation.
 - Participation in conferences or other scientific meetings and type of participation.

³ When calculating the indicated period, interruptions due to the following reasons will be excluded:

1. Periods of rest resulting from maternity or paternity enjoyed in accordance with the protected situations included in the General Social Security Regime. An extension of one year will be applied for each child.
2. Serious illness or accident of the applicant, with sick leave equal to or greater than three months. A one-year extension will apply.
3. Care for dependent persons, in accordance with the provisions of Law 39/2006, of 14 December, on the promotion of personal autonomy and care for dependent persons, for a minimum period of three months. A one-year extension will apply.

These periods of interruption will be indicated and accredited at the time of submitting the application.

- **Publications:** full copy of the selected publications (maximum 10) and completed **Annex 4** indicating the position as author and the indexation of the journal according to the JCR of the year of publication of the article (or the latest available JCR classification in the case of publications from 2024).
- **Certificates of participation in research projects** , signed by the management of the center that manages them or an official document justifying it.
- **Certificate or employment contract from the scientific institution receiving the postdoctoral stays.** Professional experience: by means of a certificate signed by the person responsible for the entity where the services have been provided, specifying the length of experience in the areas assessed in this call. If this is not possible, the contract must be submitted together with the employment record.
- **Participation in conferences:** copy of the participation certificates indicating the order as signatory or if it has been presented by the applicant.
- **Copy of certificates or diplomas accrediting** awards, mentions and distinctions, participation in patents, dissemination activities, etc.
- **Oral and written language skills:** by means of a copy of one of the following certificates:
 - a. **Catalan:** certificate issued by an official body.
 - b. **English:**
 - Official School of Languages.
 - Cambridge English Qualifications.
 - Linguaskill.
 - IELTS.
 - TOEFL.
 - TOEIC.
 - Oxford Test of English.

If the candidate proves that English is his/her native language by having the nationality of an English-speaking country, this point will be accepted as satisfactory.

Applicants must submit all documents proving their merits, ordered according to the sections of the merit scale and numbered consecutively (together with the self-assessment according to the template included in Annex 4 accompanying these rules). Merits that have not been duly referenced in Annex 4 will not be assessed.

Documentation proving all merits must be submitted with the application. If unverified copies are initially submitted, the original documentation proving all merits must be presented at the interview.

VIII. Qualifying Court

- Dr. Antonia Barceló Bennàssar, scientific director of IdISBa.
- Dr. Daniel Horacio Lopez, scientific manager of IdISBa.
- Mrs. Maria del Mar Ferrà Cañellas, scientific manager of the IdISBa.
- Mr. Carlos Enrique Herrero, managing director of IdISBa.

- Human Resources Representative of IdISBa, acting as secretary of the tribunal.

The qualifying court may, after submitting a reasoned report, declare the call void due to the lack of suitability of the candidates.

IX. Selection procedure

Assessment of merits accredited by the candidates, in accordance with the scale that appears below.

Extra points will be added to the candidate's total score in the following cases:

- Emerging research groups will add 5 points to the total score obtained.
- Host projects managed by IdISBa will add 5 points to the total score obtained.

Merits (90 points max.)

CVA ISCIII (8 pages) (From January 1, 2019 until the closing date of this call)⁴

- **Experience (40 points max.)**
 - Scientific production (maximum 10 publications, from January 1, 2019 until the closing date of the call).
 - For publication of original research articles in the Journal Citation Report (JCR) :
 - Publications in the first decile of the JCR:
 - Principal authorship: as first signer, last signer or corresponding author. (9 points)
 - Non-principal authorship: as a signatory in another order. (4.5 points)
 - Publications in the first quartile of the JCR:
 - Principal authorship: as first signer, last signer or corresponding author (4.5 points)
 - Non-principal authorship: as a signatory in another order. (2.5 points)

⁴ When calculating the indicated period, interruptions due to the following reasons will be excluded:

1. Periods of rest resulting from maternity or paternity enjoyed in accordance with the protected situations included in the General Social Security Regime. An extension of one year will be applied for each child.
2. Serious illness or accident of the applicant, with sick leave equal to or greater than three months. A one-year extension will apply.
3. Care for dependent persons, in accordance with the provisions of Law 39/2006, of 14 December, on the promotion of personal autonomy and care for dependent persons, for a minimum period of three months. A one-year extension will apply.

These periods of interruption will be indicated and accredited at the time of submitting the application.

- For each publication indexed in the JCR other than the previous point, reviews, books and book chapters, protocols, guides or technical reports with ISBN or ISSN:
 - As first, last signer or corresponding author. (1.5 points)
 - As a signatory in another order. (0.75 points)
- Research projects funded in regional, national or international competitive calls in the research field referred to in the call:
 - As IP. (1.25 points for a regional project, 2.5 points for a national project and 5 points for an international project)
 - As a collaborating researcher. (0.25 points for a regional project, 0.5 points for a national project and 1 point for an international project)
- **Research mobility (25 points max.)**

Postdoctoral stays in research institutions other than the center where the doctorate was obtained. In the case of national mobility in Spain, this must involve not only a change of center but also mobility between different autonomous communities.

 - Short stays or postdoctoral work contracts of 3-6 months in the case of international mobility or 6-12 months for national mobility. (6 points)
 - Significant stays or postdoctoral work contracts of 6-12 months in the case of international mobility or more than 1 year in the case of national mobility. (12 points)
 - Excellent stays abroad or postdoctoral work contracts of more than 1 year that involve international mobility. (25 points)

In the event that the doctoral thesis was completed at a center outside the national territory, if the postdoctoral activity is carried out at a center other than that of the thesis, and always assuming the transfer to at least one other city, it is considered as national mobility based on scoring criteria, always under scientific director supervision.

- **Other merits (20 points max.)**
 - Extraordinary award for doctoral studies, postgraduate studies, degrees and equivalents. (5 points per award)
 - Participation in patents, intellectual property and creation of applicable tools (software, algorithms, apps, etc.). (5 points for participation)
 - PhD with international mention or completed at a foreign center (5 points)
 - Outreach activities organized by scientific institutions. (0.5 points per participation; 2.5 points max.)
 - Participation in conferences or other scientific meetings, through communication, presentation or poster as first or second author or speaker. (0.2 points per participation; 4 points max.)

- **Language skills (5 points max.)**
 - Catalan certificate:
 - Level B2. (1.5 points)
 - Level C1 or higher. (3 points)
 - English Certificate:
 - Level B2. (2.5 points)
 - Level C1 or higher. (5 points)

- **Personal interview (10 points max.)**

In a personal interview, the candidate's suitability, based on his/her training and previous experience, for the project and research group to which his/her proposal is assigned will be assessed.

X. Tie of candidacies

In the event of a tie, the application with the highest score will prevail, following the order of the sections of the call.

XI. Resolution of the call

Once the personal interview process has been completed, the selection committee will draw up a final report on the selection process, which will include the list of selected candidates, who will be those with the highest score based on the results of the assessment of the accredited merits and the personal interview. After this process, a provisional resolution of the call will be published on the Foundation's website, approving the provisional list of the selection process.

Applicants will have a period of **3 working days**, starting from the day after the publication of the provisional list for corrections. After this period, the final resolution of the call will be published. The entity will contact the selected persons to inform them of the resolution of the selection process. In the event of the applicant's resignation, the order of scores obtained by the rest of the applicants will be followed.

XII. Other provisions

1. On an annual basis, beneficiaries must submit by email to the address idisba.gestioncientifica@ssib.es, a report of the activities carried out following **Annex 5** of the call, in which they must record the most notable aspects of the development of their work, with the approval and signature of the person responsible for the group.
2. In the works published as a result of the activity carried out, the financing by the 2023 annual plan of the Sustainable Tourism Tax and the management of the scholarship by the IdISBa will be stated.
3. The results arising from the funded project must be published in open access.
4. In all matters not specified in this call, the instructions provided by the Scientific Director of IdISBa will be followed, which will resolve the incidents generated by this call.

XIII. Resources

The social jurisdiction is competent to resolve disputes arising from these bases, in accordance with Law 36/2011, of October 10, regulating social jurisdiction, without any other appeal being filed through administrative channels or any claim prior to the social judicial channel.

Palma, on the date of the electronic signature

The managing director of the Foundation

Carlos Enrique Herrero

ANNEX 2

Application form for the recruitment offer for four postdoctoral researchers for the FOLIUM program of the project "GREAT IdISBa: Generate Research Excellence and Advanced Therapies in IdISBa", of the Health Research Institute of the Balearic Islands Foundation

Full name:

DNI/NIE:

Address:

Phone:

Email:

I STATE:

I have been informed of the call for applications to the selection process of four postdoctoral researchers for the FOLIUM program in the project "GREAT IdISBa: Generate Research Excellence and Advanced Therapies in IdISBa", from the Health Research Institute of the Balearic Islands Foundation.

ATTACHED DOCUMENTATION

- Signed registration form (Annex 2).
- Signed research group's hosting agreement (Annex 3).
- Self-assessment form duly completed (Annex 4).
- Photocopy of the ID or the first page of the passport.
- Presentation of the doctoral degree or the certificate of studies stating the grade obtained in the doctoral thesis and the date on which the degree was obtained.
- CVA in 8-page ISCIII format (2019-call closing date).
- Documents accrediting the merits listed in Annex 4, as detailed in the call (Annex 1).

I DECLARE :

- That I possess the functional capacity to perform tasks.
- I have not been dismissed through disciplinary proceedings from the service of any public sector entity, constitutional or statutory bodies of the autonomous communities, nor being absolutely or specially disqualified from public employment or office by court order. In the case of being a national of another State, not being disqualified or in an equivalent situation nor having received a disciplinary or equivalent sanction that prevents, in that State and under the same terms, access to public employment.
- Signing this application implies that the requirements have been met.

Thus, for all the above,

I REQUEST:

My admission to take part in the selection process to hire a postdoctoral researcher for the FOLIUM program of the project "GREAT IdISBa: Generate Research Excellence and Advanced Therapies in IdISBa" of the Health Research Institute of the Balearic Islands Foundation.

Palma, _____

Signature

ANNEX 3

Commitment to the contract offer of four researchers for the FOLIUM program of the project "GREAT IdISBa: Generate Research Excellence and Advanced Therapies in IdISBa", of the Health Research Institute of the Balearic Islands Foundation

PERSONAL DATA

Full name:

DNI:

Phone:

Email:

INVESTIGATION GROUP INFORMATION

Group name:

Group leader:

Research project to which the application adheres:

Call for applications	Project code	Funding entity	Start date of the project	Data of end of the project

In accordance with the standards described,

- The candidate agrees to attend the selection process with the signature of the present commitment of collaboration with the research group indicated.
- The research group and the person in charge in particular, agrees to accept the candidate in case he or she proceeds to the selection in the selection process.
- Both those who present the candidacy and who appear as the head of the research group, on behalf of the group, accept the commitments acquired on the present agreement.

In proof of conformity:

ANNEX 4 – SELF-ASSESSMENT OF MERITS

Selection process for the recruitment of four postdoctoral researchers for the FOLIUM program of the project «GREAT IdISBa: Generate Research Excellence and Advanced Therapies in IdISBa»				
NAME		MAX POINTS	POINTS	SUPPORTING DOCUMENTATION ATTACHED*
1. Professional experience		40		
For publications of articles indexed in the JCR				
Principal authorship in the first decile (9 p.)				
Non-principal authorship in the first decile (4.5 p.)				
Principal authorship in the first quartile (4.5 p.)				
Non-principal authorship in the first quartile (2.5 p.)				
By other publications				
Principal authorship (1.5 points)				
Non-principal authorship (0.75 points)				
For research projects funded in competitive calls				
As IP in a regional project (1.25 p.)				
As IP in a national project (2.5 p.)				
As IP in an international project (5 p.)				
As a collaborating researcher in a regional project (0.25 p.)				
As a collaborating researcher in a national project (0.5 p.)				
As a collaborating researcher in an international project (1 p.)				
2. Research mobility		25		
Short stays (6 p.)				
Significant stays (12 p.)				
Excellence stays abroad (25 p.)				
3. Other merits		20		
Extraordinary award for doctoral studies, postgraduate studies, degrees and equivalents (5 p. per award)				
Participation in patents, intellectual property and creation of applicable tools (5 p. per participation)				
PhD international mention or completed at a foreign center (5 p.)				
Outreach activities organised by scientific institutions (0.5 p. per participation; 2.5 p. max.)		2.5		
Participation in conferences or other scientific meetings (0.2 per		4		

participation; 4 p. max.)			
4. Language skills	5		
Catalan (1.5 p. for B2 or 3 p. for C1 or higher)			
English (2.5 p. for B2 or 5 p. for C1 or higher)			
TOTAL			

* It is necessary to clearly specify each of the supporting documents attached to calculate correctly . (Ex.: B2 English certificate from the EOI –official language school)

Publications

INSTRUCTIONS: The structure and sections of the table cannot be changed. Font size 10 with 1.0 line spacing.

NOTE: Indicate the full title of the publication, the DOI, order of signer as first author (1), second (2), third (3)... or as corresponding author (AC), decile and quartile corresponding to the year of publication (or the last published for publications of 2024) according to the Journal Citation Reports (JCR).

Title of the publication	DOI	Order of signatory (1,2,3... or AC)	Decile	Quartile

ANNEX 5-ANNUAL MONITORING REPORT OF THE “FOLIUM” PROGRAM

Name and surname:	
STI Code:	
Project code:	
Group name:	
Group leader:	

Annual report number:

A maximum extension of 5 pages is recommended.

Activities carried out
Evidence to demonstrate the work done
Mobility (if applicable, attach proof)
Training (attach proof)

Other explanations

And in proof of compliance:

<p>Signature of the researcher</p> <p>Name: Date:</p>	<p>Signature of the person responsible from the research group</p> <p>Name: Date:</p>
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