



# Form G-1241, Term Appointment Statement of Understanding

*(Outside Candidates Only)*

Department of Homeland Security

U.S. Citizenship and Immigration Services (USCIS)

USCIS  
Form G-1241

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## AUTHORITY: TITLE 5, CODE OF FEDERAL REGULATIONS (CFR), PART 316

I, \_\_\_\_\_, understand and accept the following conditions of my TERM appointment:  
*(First Name, Middle Name, Last Name)*

1. This Term appointment is of a project nature, which may last up to one (1) year but not more than four (4) years.
2. This Term Appointment will be covered under Tenure Group III if a reduction in force occurs.
3. I will serve a one (1) year trial period. During this time, I will be entitled to the same limited protection accorded probationers. Procedures and rights to appeal termination for cause are described in 5 CFR 316.
4. I understand that I have the protection of adverse action as provided in 5 CFR 752 except (a) while serving a trial period (one year) and (b) upon expiration of my appointment.
5. This Term Appointment does not confer competitive status.
6. I will be eligible for within-grade increases in accordance with 5 CFR, Subpart D if I am appointed to a position subject to the General Schedule.
7. I may be promoted, demoted, or reassigned to other positions within the project, which were authorized to be filled by term appointment (5 CFR 335.102).
8. I am eligible for health and life insurance, and I will earn sick and annual leave as other Federal employees.
9. I will be subject to deductions for FICA (Social Security) and appropriate Federal Employees Retirement System or Civil Service Retirement System.

\_\_\_\_\_  
Selectee Signature

\_\_\_\_\_  
Date (mm/dd/yyyy)

\_\_\_\_\_  
Office of Human Capital and Training (HCT) Representative Signature

\_\_\_\_\_  
Date (mm/dd/yyyy)