



PRINTING MECHANICAL SUPERINTENDENT

Exam Code: 3GS51

Department: Department of General Services

Exam Type: Departmental, Open

Final Filing Date: Continuous

CLASSIFICATION DETAILS

Printing Mechanical Superintendent (7433) – \$6,527 - \$8,104 per month.

View the [Printing Mechanical Superintendent](#) classification specification.

APPLICATION DEADLINES

Applications are accepted on a continuous basis. Cut-off-dates for processing are as follows:

September 29, 2023

March 29, 2024

Check back periodically as cut-off dates may be added in the future. Cut-off dates are subject to change or can be cancelled at any time. Such changes or cancellations will be in accordance with civil service laws and rules. Additionally, applications may be processed on a flow basis prior to the cut-off-date to meet the hiring needs of the Department.

APPLICATION INSTRUCTIONS

Who Should Apply:

Applicants who meet the minimum qualifications as stated on this bulletin by the cut-off-date may apply for and take this examination.

Once you have taken this examination, you may not retake it for **twelve (12) months**.

How To Apply:

Applicants are required to submit a completed and signed (1) [State Application](#) (Std. Form 678) and (2) Training and Experience Evaluation (found at the end of this bulletin) for this examination either by mail, in person, or via email to the addresses listed below.

Via Email

DGSExams@dgs.ca.gov

The preferred method of application submittal is via email as it is the most **expeditious** method of communication.

By Mail

Department of General Services
Office of Human Resources
Attn: Recruitment and Examination Services Unit
P.O. Box 989052
West Sacramento, CA 95798-9052

In Person

Department of General Services
707 3rd Street, Lobby*
West Sacramento, CA 95605
Monday through Friday, 8:00 a.m. to 5:00 p.m. (excluding holidays)

*Visitors to the Department of General Services must be escorted at all times. Applicants must use the telephone provided in the Lobby to contact the Office of Human Resources at (916) 376-5400 OR email DGSExams@dgs.ca.gov to set up an appointment to drop off their application.

Do not submit applications to the California Department of Human Resources.

Applications with an original or electronic signature will be accepted.

Dates printed on mobile barcodes or equivalent mobile print technology shall not be considered postmarks and, as such, are not acceptable proof of the date an application was filed.

Applications MUST include “to” and “from” dates (month/day/year), time base, civil service class title(s), and range (if applicable) for all work experience. College course information MUST include title, number of semester or quarter units, name of institution, completion dates, and degree (if applicable). Applications received without this information may have delays in processing and/or may be rejected.

Special Testing Arrangements:

If you require special testing arrangements due to a verified disability or medical condition, please contact the department listed in the Contact Information section of this bulletin.

MINIMUM QUALIFICATIONS

All applicants must meet the education and/or experience requirements as stated on this exam bulletin to be accepted into the examination. Part-time or full-time jobs, regardless

of whether paid or volunteer positions, and inside or outside California state service will count toward experience.

Printing Mechanical Superintendent

Either I

Three years of journey level experience as a Printing Plant Machinist in State service. (College education with emphasis in business management may be substituted for up to two years of the required experience on a year-for-year basis.)

Or II

Two years of experience in the California state service performing the duties of an Associate Printing Plant Superintendent.

Or III

Experience: Four years of journey level experience as a maintenance machinist in a large printing operation employing 25 or more journey level persons. **And**

Education: Twenty-four units of college level courses with an emphasis in business management (i.e., personnel management, budgeting, accounting, data processing, business communications, etc.)

Applicants using education to meet the minimum qualifications MUST provide a copy of their diploma, unofficial transcript, statement and/or evaluation from an accredited U.S. college/university with their Examination Application (Std. Form 678).

POSITION DESCRIPTION

Printing Mechanical Superintendent

In the Office of State Printing under general direction, to supervise a group of printing maintenance employees, develop specifications for machine modifications, develop work functions on all shifts at the Office of State Printing, and to do other related work.

Positions exist in Sacramento and Yolo Counties.

EXAMINATION SCOPE

This examination consists of the following components:

Training and Experience (T&E) Evaluation – Weighted 100% of the final score.

The examination will consist solely of a **T&E Evaluation**. To obtain a position on the eligible list, a minimum score of 70% must be received. Applicants will receive their exam results within four (4) weeks of the cut-off-date.

In addition to evaluating applicants' relative knowledge, skills, and ability, as demonstrated by quality and breadth of education and/or experience, emphasis in each

exam component will be measuring competitively, relative job demands, each applicant's:

Knowledge of:

1. Principles of effective management, supervision, and training.
2. Materials and equipment used in assembling, installing, adjusting, and maintaining printing plant machinery and equipment.
3. Specification and procedure writing.
4. Inventory control.
5. Trouble-shooting techniques.
6. Characteristics of various metals and materials used in printing plant operations.
7. Electrical and electronic mechanical concepts and principles.
8. Design for modifications to printing plant equipment.
9. The department's Equal Employment Opportunity (EEO) Program objectives.
10. A manager's role in the EEO Program and the processes available to meet EEO objectives.

Ability to:

1. Estimate time and material necessary to make repairs on printing plant machinery and equipment.
2. Establish work priorities.
3. Develop detailed specifications.
4. Train apprentices.
5. Supervise the work of journey level persons.
6. Apply mechanical principles.
7. Manage human and equipment resources.
8. Analyze data and present conclusions.
9. Communicate orally and in writing at a level required for successful job performance.
10. Maintain effective working relationships.
11. Understand and effectively contribute to the department's EEO objectives.

ELIGIBLE LIST INFORMATION

A departmental, open eligible list for the **Printing Mechanical Superintendent** classification will be established for:

Department of General Services

The names of successful competitors will be merged onto the eligible list in order of final score regardless of exam date. Eligibility expires **twenty-four (24) months** after it is established. Applicants must then retake the examination to reestablish eligibility.

Veterans' Preference will be granted for this examination. In accordance with Government Codes 18973.1 and 18973.5, whenever any veteran, or widow or widower of a veteran achieves a passing score on an open examination, he or she shall be ranked in the top rank of the resulting eligible list.

Veterans' status is verified by the California Department of Human Resources (CalHR). Information on this program and the [Veterans' Preference Application](#) (Std. Form 1093) is available online. Additional information on veteran benefits is available at the Department of Veterans Affairs.

PREPARING FOR THE EXAMINATION

Here is a list of suggested resources to have available prior to taking the exam.

To streamline the examination process, please create a [CalCareer Account](#) with CalHR. A CalCareer Account is a one stop shop for taking civil service examinations, applying for state jobs, and provides storage and organization for your documents and communications stemming from job opportunities, all in a paperless format. To sign up for a CalCareer Account, or log in to your existing account, [Click here](#).

Employment History: Employment dates, job titles, organization names and addresses, names of supervisors or persons who can verify your job responsibilities, and phone numbers of persons listed above.

Education: School names and addresses, degrees earned, dates attended, courses taken (verifiable on a transcript), persons or office who can verify education, and phone numbers of persons or offices listed above.

Training: Class titles, certifications received, names of persons who can verify your training, and phone numbers of persons listed above.

TESTING DEPARTMENTS

Department of General Services

CONTACT INFORMATION

If you have any technical or administrative questions concerning this examination bulletin, including provision of reasonable accommodation for this testing process, please contact:

Department of General Services
Office of Human Resources
Attn: Recruitment and Examination Services Unit
707 3rd Street
West Sacramento, CA 95605

Phone: (916) 376-5400
Email: DGSExams@dgs.ca.gov
California Relay Service: 7-1-1 (TTY and voice)

TTY is a Telecommunications Device for the Deaf and is reachable only from phones equipped with a TTY Device.

EQUAL OPPORTUNITY EMPLOYER

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right of family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding, and related medical conditions), and sexual orientation.

DRUG-FREE STATEMENT

It is an objective of the State of California to achieve a drug-free State workplace. Any applicant for State employment will be expected to behave in accordance with this objective, because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants.

GENERAL INFORMATION

Examination and/or Employment Application (Std. Form 678) forms are available at CalHR, local offices of the Employment Development Department, and through your [CalCareer Account](#).

If you meet the requirements stated on this examination bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described in this bulletin will be rated against a predetermined job-related rating, and all applicants who pass will be ranked according to their score.

Department of General Services reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all applicants will be notified.

General Qualifications: Applicants must possess essential personal qualifications including integrity, initiative, dependability, good judgement, the ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) servicewide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the bulletin.

High School Equivalence: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the competitor is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

This bulletin cancels and supersedes all previously issued bulletins.



PRINTING MECHANICAL SUPERINTENDENT
Training and Experience Evaluation

GENERAL INFORMATION

This Training and Experience (T&E) Evaluation will be used to measure your experience, training, and/or education relevant to this classification. It will ask you to rate yourself on the experience, training, and/or education that you will bring to the job with Department of General Services (DGS).

This T&E Evaluation is a scored component accounting for 100% of your score in this examination. To obtain a position on the eligible list, a minimum rating of 70% must be attained. It is important to complete the T&E Evaluation carefully and accurately. Your responses are subject to verification before appointment to a position. It is essential to ***take your time and read all questions and responses carefully*** before selecting your response.

The eligible list resulting from this examination will be used by DGS to fill our existing and/or future vacancies. A “Conditions of Employment” form is included in this T&E Evaluation that will allow you to select the location(s), tenure(s), and time base(s) that you are interested in working.

AFFIRMATION STATEMENT

I hereby certify and understand that the information provided by me on this examination is true and complete to the best of my knowledge and contains no willful misrepresentation or falsifications. I understand that if it is later determined that I have made any false or inaccurate representations in any of the information I have provided, I will be removed from the eligible list resulting from this examination and may not be allowed to compete in future examinations for State employment. If already hired from the result of this examination, I may have adverse action taken against me, which could result in dismissal. I also understand that I am solely responsible for the accuracy of the responses I provide.

Print Name _____

CalCareer ID #: _____ Email: _____

Cell Phone #: _____ Work Phone # _____

Signature _____ Date: _____

FILING INSTRUCTIONS

You are required to submit **this completed T&E Evaluation** as follows:

Via Email

DGSExams@dgs.ca.gov

*The preferred method of T&E submittal is via email as it is the most **expeditious** method of communication.*

By Mail

Department of General Services
Office of Human Resources
Attn: Recruitment and Examination Services Unit
P.O. Box 989052
West Sacramento, CA 95798-9052

In Person

Department of General Services
707 3rd Street, Lobby*
West Sacramento, CA 95605

**Visitors to the Department of General Services must be escorted at all times. Applicants must use the telephone provided in the Lobby to contact the Office of Human Resources at (916) 376-5400 OR email DGSExams@dgs.ca.gov to set up an appointment to drop off their application.*

TRAINING AND EXPERIENCE EVALUATION

INSTRUCTIONS: Read each statement carefully and select one option for each of the scales provided that best relates your experience. In responding to each statement, you may refer to your FORMAL EDUCATION, FORMAL TRAINING COURSES, and/or WORK EXPERIENCE whether paid or unpaid.

1. Estimate time necessary to repair printing plant equipment to reduce down time and to communicate to management the status of repairs.
 - A. Select one that best relates to the **length** of your experience performing this task.
 - 60 or more months
 - 48 to 59 months
 - 36 to 47 months
 - 24 to 35 months
 - 0 to 23 months
 - B. Select one that best relates to the **frequency** (how often) you performed this task.
 - Daily
 - Weekly
 - Monthly
 - Yearly
 - Never

2. Work cooperatively with managers of production units to establish work priorities for maintenance and repair of equipment utilizing maintenance and service requests.
- A. Select one that best relates to the **length** of your experience performing this task.
- 60 or more months
 - 48 to 59 months
 - 36 to 47 months
 - 24 to 35 months
 - 0 to 23 months
- B. Select one that best relates to the **frequency** (how often) you performed this task.
- Daily
 - Weekly
 - Monthly
 - Yearly
 - Never
3. Communicate regularly with management, orally and in writing, the status of equipment that may impact production schedules.
- A. Select one that best relates to the **length** of your experience performing this task.
- 60 or more months
 - 48 to 59 months
 - 36 to 47 months
 - 24 to 35 months
 - 0 to 23 months
- B. Select one that best relates to the **frequency** (how often) you performed this task.
- Daily
 - Weekly
 - Monthly
 - Yearly
 - Never

4. Attend and participate in production meetings to coordinate and provide status updates on printing plant equipment maintenance and repairs.

A. Select one that best relates to the **length** of your experience performing this task.

- 60 or more months
- 48 to 59 months
- 36 to 47 months
- 24 to 35 months
- 0 to 23 months

B. Select one that best relates to the **frequency** (how often) you performed this task.

- Daily
- Weekly
- Monthly
- Yearly
- Never

5. Develop, implement, and maintain a preventive maintenance program for equipment utilizing manufacturer's recommended specifications.

A. Select one that best relates to the **length** of your experience performing this task.

- 60 or more months
- 48 to 59 months
- 36 to 47 months
- 24 to 35 months
- 0 to 23 months

B. Select one that best relates to the **frequency** (how often) you performed this task.

- Daily
- Weekly
- Monthly
- Yearly
- Never

6. Maintain inventory and ensure that adequate materials (such as spare parts and supplies for equipment) are on hand and meet machine and safety code specifications.

A. Select one that best relates to the **length** of your experience performing this task.

- 60 or more months
- 48 to 59 months
- 36 to 47 months
- 24 to 35 months
- 0 to 23 months

B. Select one that best relates to the **frequency** (how often) you performed this task.

- Daily
- Weekly
- Monthly
- Yearly
- Never

7. Promote and enforce safety rules and regulations to avoid injuries by conducting periodic safety meetings and utilizing Cal/OSHA, Air Quality Management, and manufacturer's recommended safety guidelines.

A. Select one that best relates to the **length** of your experience performing this task.

- 60 or more months
- 48 to 59 months
- 36 to 47 months
- 24 to 35 months
- 0 to 23 months

B. Select one that best relates to the **frequency** (how often) you performed this task.

- Daily
- Weekly
- Monthly
- Yearly
- Never

8. Ensure staff adherence to Cal/OSHA guidelines and Safety Data Sheets (SDS) in compliance with industry rules and regulations.

A. Select one that best relates to the **length** of your experience performing this task.

- 60 or more months
- 48 to 59 months
- 36 to 47 months
- 24 to 35 months
- 0 to 23 months

B. Select one that best relates to the **frequency** (how often) you performed this task.

- Daily
- Weekly
- Monthly
- Yearly
- Never

9. Identify and coordinate a resolution to the most sensitive, difficult, and complex maintenance issues.

A. Select one that best relates to the **length** of your experience performing this task.

- 60 or more months
- 48 to 59 months
- 36 to 47 months
- 24 to 35 months
- 0 to 23 months

B. Select one that best relates to the **frequency** (how often) you performed this task.

- Daily
- Weekly
- Monthly
- Yearly
- Never

10. Direct complex maintenance and/or modification of equipment to maintain efficiently running equipment.

A. Select one that best relates to the **length** of your experience performing this task.

- 60 or more months
- 48 to 59 months
- 36 to 47 months
- 24 to 35 months
- 0 to 23 months

B. Select one that best relates to the **frequency** (how often) you performed this task.

- Daily
- Weekly
- Monthly
- Yearly
- Never

11. Direct complex installation of new equipment.

A. Select one that best relates to the **length** of your experience performing this task.

- 60 or more months
- 48 to 59 months
- 36 to 47 months
- 24 to 35 months
- 0 to 23 months

B. Select one that best relates to the **frequency** (how often) you performed this task.

- Daily
- Weekly
- Monthly
- Yearly
- Never

12. Research, develop, and prepare detailed specifications for equipment purchase and/or repair.

A. Select one that best relates to the **length** of your experience performing this task.

- 60 or more months
- 48 to 59 months
- 36 to 47 months
- 24 to 35 months
- 0 to 23 months

B. Select one that best relates to the **frequency** (how often) you performed this task.

- Daily
- Weekly
- Monthly
- Yearly
- Never

13. Stay current with new printing mechanical technology to improve operational efficiency by utilizing various resources such as the internet and industry publications.

A. Select one that best relates to the **length** of your experience performing this task.

- 60 or more months
- 48 to 59 months
- 36 to 47 months
- 24 to 35 months
- 0 to 23 months

B. Select one that best relates to the **frequency** (how often) you performed this task.

- Daily
- Weekly
- Monthly
- Yearly
- Never

14. Distribute workload to staff using resource scheduling tools.
- A. Select one that best relates to the **length** of your experience performing this task.
- 60 or more months
 - 48 to 59 months
 - 36 to 47 months
 - 24 to 35 months
 - 0 to 23 months
- B. Select one that best relates to the **frequency** (how often) you performed this task.
- Daily
 - Weekly
 - Monthly
 - Yearly
 - Never
15. Provide necessary resources and training to staff for technical and professional development.
- A. Select one that best relates to the **length** of your experience performing this task.
- 60 or more months
 - 48 to 59 months
 - 36 to 47 months
 - 24 to 35 months
 - 0 to 23 months
- B. Select one that best relates to the **frequency** (how often) you performed this task.
- Daily
 - Weekly
 - Monthly
 - Yearly
 - Never

16. Participate in a variety of human resources activities (such as recruitment, hiring, promotions, testing, labor relations) in compliance with Equal Employment Opportunity Objectives.

A. Select one that best relates to the **length** of your experience performing this task.

- 60 or more months
- 48 to 59 months
- 36 to 47 months
- 24 to 35 months
- 0 to 23 months

B. Select one that best relates to the **frequency** (how often) you performed this task.

- Daily
- Weekly
- Monthly
- Yearly
- Never

17. Maintain accurate and timely reporting for issuance of correct payroll warrants and overtime compensation of staff.

A. Select one that best relates to the **length** of your experience performing this task.

- 60 or more months
- 48 to 59 months
- 36 to 47 months
- 24 to 35 months
- 0 to 23 months

B. Select one that best relates to the **frequency** (how often) you performed this task.

- Daily
- Weekly
- Monthly
- Yearly
- Never

18. Grant or deny requests for time off or overtime and verify leave credits.
- A. Select one that best relates to the **length** of your experience performing this task.
- 60 or more months
 - 48 to 59 months
 - 36 to 47 months
 - 24 to 35 months
 - 0 to 23 months
- B. Select one that best relates to the **frequency** (how often) you performed this task.
- Daily
 - Weekly
 - Monthly
 - Yearly
 - Never
19. Evaluate and address staff performance and recommend appropriate action.
- A. Select one that best relates to the **length** of your experience performing this task.
- 60 or more months
 - 48 to 59 months
 - 36 to 47 months
 - 24 to 35 months
 - 0 to 23 months
- B. Select one that best relates to the **frequency** (how often) you performed this task.
- Daily
 - Weekly
 - Monthly
 - Yearly
 - Never

20. Complete performance reports and provide staff with expectations.

A. Select one that best relates to the **length** of your experience performing this task.

- 60 or more months
- 48 to 59 months
- 36 to 47 months
- 24 to 35 months
- 0 to 23 months

B. Select one that best relates to the **frequency** (how often) you performed this task.

- Daily
- Weekly
- Monthly
- Yearly
- Never

CONDITIONS OF EMPLOYMENT

Please mark the appropriate box(es) of your choice – you will not be offered a job in locations not marked.

If you are successful in this examination, your name will be placed on an active employment list and referred to fill vacancies according to the conditions you specify on this form. If you are not planning to relocate or are not willing to travel to a distant job location, do not select locations that are a long way from your residence.

TYPE OF EMPLOYMENT YOU WILL ACCEPT

Please mark the appropriate box(es) - you may check "Any" if you are willing to accept any type of employment. If all are marked and you receive an appointment other than Permanent Full-Time, your name will continue to be considered for Permanent, Full-Time positions.

- | | |
|--|---|
| <input type="checkbox"/> Any | |
| <input type="checkbox"/> Permanent, Full Time | <input type="checkbox"/> Limited Term, Full Time |
| <input type="checkbox"/> Permanent, Part Time | <input type="checkbox"/> Limited Term, Part Time |
| <input type="checkbox"/> Permanent, Intermittent | <input type="checkbox"/> Limited Term, Intermittent |

LOCATION(S) YOU ARE WILLING TO WORK

(0005) ANYWHERE IN THE STATE – if this box is marked, no further selection is necessary.

NORTHERN CALIFORNIA COUNTIES

- | | | |
|---|---|--|
| <input type="checkbox"/> (0400) Butte | <input type="checkbox"/> (2300) Mendocino | <input type="checkbox"/> (4500) Shasta |
| <input type="checkbox"/> (0600) Colusa | <input type="checkbox"/> (2500) Modoc | <input type="checkbox"/> (4600) Sierra |
| <input type="checkbox"/> (0800) Del Norte | <input type="checkbox"/> (2800) Napa | <input type="checkbox"/> (4700) Siskiyou |
| <input type="checkbox"/> (0900) El Dorado | <input type="checkbox"/> (2900) Nevada | <input type="checkbox"/> (4900) Sonoma |
| <input type="checkbox"/> (1100) Glenn | <input type="checkbox"/> (3100) Placer | <input type="checkbox"/> (5100) Sutter |
| <input type="checkbox"/> (1200) Humboldt | <input type="checkbox"/> (3200) Plumas | <input type="checkbox"/> (5200) Tehama |
| <input type="checkbox"/> (1700) Lake | <input type="checkbox"/> (3400) Sacramento | <input type="checkbox"/> (5300) Trinity |
| <input type="checkbox"/> (1800) Lassen | <input type="checkbox"/> (3800) San Francisco | <input type="checkbox"/> (5700) Yolo |
| | <input type="checkbox"/> (3900) San Joaquin | <input type="checkbox"/> (5800) Yuba |

CENTRAL CALIFORNIA COUNTIES

- | | | |
|--|--|---|
| <input type="checkbox"/> (0100) Alameda | <input type="checkbox"/> (1500) Kern | <input type="checkbox"/> (4000) San Luis Obispo |
| <input type="checkbox"/> (0200) Alpine | <input type="checkbox"/> (1600) Kings | <input type="checkbox"/> (4100) San Mateo |
| <input type="checkbox"/> (0300) Amador | <input type="checkbox"/> (2000) Madera | <input type="checkbox"/> (4300) Santa Clara |
| <input type="checkbox"/> (0500) Calaveras | <input type="checkbox"/> (2100) Marin | <input type="checkbox"/> (4400) Santa Cruz |
| <input type="checkbox"/> (0700) Contra Costa | <input type="checkbox"/> (2200) Mariposa | <input type="checkbox"/> (4800) Solano |
| <input type="checkbox"/> (1000) Fresno | <input type="checkbox"/> (2400) Merced | <input type="checkbox"/> (5000) Stanislaus |
| <input type="checkbox"/> (1400) Inyo | <input type="checkbox"/> (2600) Mono | <input type="checkbox"/> (5400) Tulare |
| | <input type="checkbox"/> (2700) Monterey | <input type="checkbox"/> (5500) Tuolumne |

SOUTHERN CALIFORNIA COUNTIES

- (1300) Imperial
- (1900) Los Angeles
- (3000) Orange
- (3500) San Benito
- (3300) Riverside
- (3600) San Bernardino
- (3700) San Diego
- (4200) Santa Barbara
- (5600) Ventura

ADDRESS OR AVAILABILITY FOR EMPLOYMENT CHANGES

If you would like to change your address, phone number(s), email address, and/or locations and tenure/time base preferences, please log into your CalCareer Account, and click on the Eligibilities tab.