

**ARMY RECRUITING OFFICE : HISAR (HARYANA)**

**ARMY RECRUITMENT RALLY FOR SOLDIER TRADESMEN CATEGORY AT RAO TULA RAM STADIUM,  
REWARI (HARYANA) FROM 02 DEC 2020 TO 12 DEC 2020**

1. Army Recruitment Rally will be held for eligible candidates of districts of Hisar, Jind, Fatehabad and Sirsa in Haryana from 02 Dec 2020 to 12 Dec 2020 at Rao Tula Ram Stadium, Rewari (Haryana) for Soldier Tradesmen category. Online registration is mandatory and will be open from 03 Oct 2020 to 16 Nov 2020. Admit cards for the rally will be sent through **registered e-mail from 17 November onwards**. Candidates should reach the venue on given date and time as mentioned in the Admit Card.

2. Candidates will be screened for Soldier Tradesmen category and as per Qualitative Requirements mentioned below:-

Category (a)	Age (Years) (b)	Born Between (Both dates inclusive) (c)	Minimum Physical QR			Educational Qualification (g)
			Height (Cms) (d)	Weight (Kg) (e)	Chest (Cms) (f)	
Soldier Tradesmen (10 <sup>th</sup> Pass) (Chef Community, Dresser (U), Steward, Washerman, Tailor & Support Staff (Equipment Repair)	17 ½ - 23	01 Oct 1997 to 01 Apr 2003	170	50	77 (+5 cm expansion)	(i) Class 10 <sup>th</sup> Simple Pass.  (ii) No stipulation in aggregated percentage, but should have scored minimum 33% in each subject.
Soldier Tradesmen (8 <sup>th</sup> Pass (House Keeper)	17 ½ - 23	01 Oct 1997 to 01 Apr 2003	170	50	77 (+5 cm expansion)	(i) Class 8th Simple Pass.  (ii) No stipulation in aggregated percentage, but should have scored minimum 33% in each subject.

**Note:-** Education Certificate issued by Education Boards affiliated to / listed by COBSE, AICTE, CBSE and NIOS only will be considered.

**Special Physical Standards**

Class / Category	Height (Cm)	Chest (Cm)	Weight (Kg)
Indian Gorkha	157	77 (plus 5 cm expansion)	48
Tribal of authorized tribal area	162	77 (plus 5 cm expansion)	48

**@ Relaxation in Physical Standards.**

Category	Height (Cms)	Chest (Cms)	Weight (Kgs)
Sons of Servicemen (SOS)/ Ex-servicemen (SOEX)/ War widows (SOWW)/ Widows (SOW) of Ex-servicemen	02	01	02
Adopted son/ son-in-law of a War Widow, if she has no son including a legally adopted son of Serving Soldier/ Ex-servicemen	02	01	02
<b><u>Outstanding Sportsmen</u></b>	02	03	05
(i) Represented India at the International Level			
(ii) Represented State at the Senior/Junior National Level and have won any medal in individual event or have reached upto eighth position in Team events			
(iii) Represented college / University in Inter University Championship and have won any Medal in individual events or have reached up to sixth position in the Team event			
(iv) Represented State at National Level in Khelo India Games and have won any Medal in individual events or have reached up to sixth position in the Team event			
(v) Represented Dist at the State Level and have won any medal in Individual event or have reached upto fourth position in the Team event			
(vi) Represented the State school team in the events organized by All India School Games Federation and have won any medal in individual event or upto sixth position in the Team event in last two years).			
@Note- Relaxation in Physical Standards is either for wards of servicemen/ex-servicemen or sportsmen (not both) and is in addition to the special physical standards.			

3. Candidates will be tested as stated below:-

Physical Fitness Test (At Rally Site)					Remarks	
1.6 Km Run		Beam (Pull Ups)		9 Feet Ditch	Zig-Zag Balance	
Group	Marks	Pull Ups	Marks			
Group I – Uptill 5 Min 30 Sec	60	10	40	Need to Qualify	Need to Qualify	
		9	33			
Group II – 5 Min 31 Sec to 5 Min 45 Sec	48	8	27			
		7	21			
		6	16			
Physical Measurement (At Rally Site)						
Physical measurements will be carried out as per the Physical standards listed at Para 2 above.						
Medical Test						
(a) As per laid down medical standard at the Rally Site.						
(b) Unfit candidates will be referred to MH/ CH/ BH for specialist review. Candidates referred for specialist review should present themselves to the nominated MH / CH/ BH on 5 <sup>th</sup> day from date of generation of Medical Review barring Sunday and closed Holidays and report back to ARO for issue of Admit card for CEE in case declared FIT.						
Written Test through Common Entrance Examination (CEE)						
(a) Will be conducted for medically fit candidates at nominated venue. Location, Date and time of written test will be intimated at rally site and through admit cards.						
(b) Admit card for the CEE for the Rally Fit candidates will be issued at Rally Site itself.						
(c) Admit card for the CEE for the Review Fit cases will be issued at <b>ARO</b> after getting medically fit by concerned specialist/ specialists at MH/ CH/ BH.						

4. Candidates are required to bring following documents / certificates in original with two attested photocopies with them to the rally site:-

- (a) **Admit Card.** Printed with Laser Printer on good quality paper (Do not shrink the size).
- (b) **Photograph.** Twenty copies of unattested Passport size colour photographs developed on good quality photographic paper in white background not more than three months old. Computer printouts/ photoshopped photographs will **NOT** be accepted. (**SIKH and SIKH (M&R) candidates photographs should be with Turban/ Patka.**)
- (c) **Education Certificates.**
- (i) Education Certificates with marks sheet in original of all educational qualifications achieved by candidate i.e. Matric / Intermediate/ Graduation etc from recognized School/ College/ Board/ University.
- (ii) Provisional/ online education certificate should be certified ink signed by the head of the educational institution of concerned board/ university.
- (iii) Candidates with matric certificate from Open School should bring School Leaving Certificate / Transfer certificate of last class attend in regular school duly countersigned by **BEO/ DEO.**
- (d) **Domicile Certificate.** Nativity / Domicile Certificate with photographs issued by Tehsildar / District Magistrate.
- (e) **Caste Certificate.** Caste Certificate affixed with photograph of the candidate issued by Tehsildar / District Magistrate.
- (f) **Religion Certificate.** Religion certificate issued by the Tehsildar / SDM (if religion as **“SIKH/HINDU/MUSLIM/CHRISTIAN”** is not mentioned in caste certificate).
- (g) **School Character Certificate.** School Character Certificate issued by the School/College/Principal/Headmaster, where the candidate last studied.
- (h) **Character Certificate.** Character Certificate with photographs issued by Village Sarpanch/Municipal Corporation **with in last six months.**
- (j) **Unmarried Certificate.** Unmarried Certificate for candidates less than 21 years of age with photograph issued by Village Sarpanch/ Municipal Corporation within last six months.
- (k) **Relationship Certificate.** SOS/SOEX/SOW/SOWW candidates are required to produce to the following documents:-
- (i) Relationship certificate issued from respective Record Office only duly signed by Record Officer with Personal Number, Rank, Name and particular of the Record Officer issuing the relationship certificate with office seal/stamp is endorsed.
- (ii) A declaration to the affect as mentioned in the Affidavit on Ten Rupees Non-Judicial Stamp paper prepared by the ESM duly signed by 1<sup>st</sup> Class/Executive/Judicial Magistrate is required to be submitted by the candidate at rally site. **Format of affidavit att as per Appendix 'A'.**
- (iii) Original Discharge Book of Ex-Servicemen also to be produced. Name and date of Birth of the candidate must have been recorded in it.

(l) **Sports Certificate.** The Sports cert issued by auth sports federations are valid for two years from the issue dt as on first day of the rect rally, for which the candidate is being screened. Sports certificate should be with registration number and from govt recognized sports institutes/bodies as under :-

Ser No	Level	Authorised Sports Federation for issue of Sports Cert
(i)	Represented India at International Level	Accredited Sports Federation of India of respective sports that has fielded the indl / team to represent India
(ii)	Represented State at the Senior/Junior National Level and have won any medal in individual event or have reached upto eighth position in Team events	National Sports Federation of the respective sports as recognized sports by the Mid of youth Affairs & sports
(iii)	(aa) Represented college /University in Inter University Championship and have won any Medal in individual events or have reached up to sixth position in the Team event.	Inter University Sports Board.
	(ab) Represented State at National Level in Khelo India Games and have won any medal in individual event or have reached up to sixth position in the team event.	National sports Federation of the respective Sports / Sports Authority of India as recognized by the Min of Youth Affairs & Sports
(iv)	Represented Dist at the State Level and have won any medal in Individual event or have reached upto fourth position in the Team event	Respective State sports Federation as recognized by state sports ministry.
(v)	Represented the State school team in the events organized by All India School Games Federation and have won any medal in individual event or upto sixth position in the Team event.	All India School Games Federation.

(m) **Certificate of Bonus Marks.** All original certificates/photocopy duly attested pertaining to Bonus marks will be accepted only during the rally. No certificates to include NCC certificates, Sports Certificates, Relationship certificates or any other certificates to claim Bonus Marks / Relaxation would be accepted after termination or the rally and only at rally site.

(n) **Affidavit.** Duly signed by candidate on Rs 10/- Non-Judicial Stamp Paper as per specimen given at **Appendix B** duly attested by notary will be submitted by candidate. For ESM candidate, this Affidavit will be in addition to Affidavit given at Para 4 (k) (ii) (Appendix A) of Rally Notification.

(o) **Single Bank A/C, PAN Card and AADHAR Card.** Single Bank A/C, PAN Card & AADHAR Card are mandatory documents for final enrolment for purpose of Pay & Allowance and other social benefits scheme.

#### 5. **Special Instructions:-**

##### (a) **NCC Certificates.**

- |      |                                                              |   |                                             |
|------|--------------------------------------------------------------|---|---------------------------------------------|
| (i)  | NCC 'C' certificate.                                         | - | Tradesman candidates are exempted from CEE. |
| (ii) | NCC 'C' certificate and participated In Republic Day Parade. | - | CEE exempted for all candidates.            |

(iii) Candidates who are holder NCC 'C' certificate and have participated in Annual Republic Day Parade camp will be treated as per with those candidates who have participated in Republic Day Contingent Parade at Delhi.

(iv) NCC A/B/C certificate and Republic Day Parade certificate should have photograph of the candidate duly attested by issuing authority Provisional NCC A/B/C pass certificate will only be accepted if authenticated by concerned NCC Group commanders and only at Rally Site.

- (b) Producing of fake certificate will be dealt severely.
- (c) Candidates are allowed to take part in one category only during recruitment rally.
- (d) Suggestion and complaint on recruitment can be submitted in writing by candidate through suggestion box held with Grievance Cell at the rally site / **Army Recruiting Office, Charkhi Dadri.**
- (e) Candidates found using unfair means will be disqualified and punitive action will be taken against them. FIR will be lodged against candidates caught using unfair means at any stage.
- (f) Recruitment is purely bases on merit depending on available vacancies. Candidates do not have any right to claim recruitment in Army just by passing the recruitment tests.
- (g) Candidate will report at **03:00 AM** at entry gate of rally ground. **GATE WOULD CLOSE AT 09:30 AM EVERYDAY.**
- (h) Use of **Mobile phone is NOT allowed** inside the Rally site & Written Exam premises.
- (j) Married candidates below 21 Yrs of age are not eligible for enrolment into the Army.
- (k) Candidates/ Father/ Mother/ relative of candidate will not have any rights for claiming compensation or to hold Indian Govt/ Indian Army responsible for any injury, death, disease or disability suffered during the various physical tests undergone by the candidate at the time of recruitment. All candidates will be appearing for various tests in their own interests and risk.
- (l) Candidates not in possession of requisite certificates are liable for rejection
- (m) In case of any clarification at rally site, approach Grievance Cell.
- (n) **Candidate will not get entry without documents mentioned at Para 4 above and he will be rejected at the time of pre height checking itself.**
- (o) Candidates will not be permitted to leave the rally ground once allowed to enter, so they are advised to bring their own snacks as required.
- (o) **WARINING**
- (i) Beware of touts and antisocial elements. Touts **can not** get your recruited in Indian army. Do not waste your money on touts. Recruitment process has been computerized and touts cannot do anything. Have faith on your hard work.
- (ii) Producing fake documents & giving false info will liable you for terminating your service in spite of any number of years service you may render.

(p) **Bonus Marks in CEE**

S No	Category	Bonus Marks in CEE
		Sol Tdn (8 <sup>th</sup> & 10 <sup>th</sup> )
(i)	Wards of Son of Servicemen (SOS), son of Ex-servicemen (SOEX), son of Widow (SOW) and son of War Widow (SOWW).	20 Marks
<b>Outstanding Sportsmen</b>		
(ii)	Represented India at International Level	20 Marks
(iii)	Represented State at the Senior/Junior National Level and have won any medal in individual event or have reached upto eighth position in Team events	15 Marks
(iv)	(aa) Represented college / University in Inter University Championship and have won any Medal in individual events or have reached upto sixth position in the Team event.	10 Marks
	(ab) Represented State at National Level in Khelo India Games and have won any medal in individual event or have reached up to sixth position in the team event.	10 Marks
(v)	Represented District at the State Level and have won any medal in Individual event or have reached upto fourth position in the Team event	05 Marks
(vi)	Represented the State school team in the events org by All India School Games Federation and have won any medal in individual event or upto sixth posh in the Team event.	05 Marks
<b>NCC Certificate Holders</b>		
(vii)	NCC 'A' Certificate Holders	05 Marks
(viii)	NCC 'B' Certificate Holders	10 Marks
(ix)	NCC 'C' Certificate Holders	No Written Test
(x)	NCC 'C' cert Holder and participated in Republic Day Parade	No Written Test

**Note :-**

- (i) Bonus Marks will be accorded only on qualifying in the written examination..
- (ii) Only one Wards of SOS /SOEX/SOW/SOWW can avail bonus marks in written examination.
- (iii) Relaxation and bonus marks will be permissible and allotted only on production and deposition of original certificate at the rally site. In case of certificate not being verified on time. Bonus Marks will not be allotted and the responsibility will not rest with recruitment / Army authorities
- (iv) Maximum bonus marks that can be given is 20 marks even if a candidate qualifies for more than on type of bonus marks.

**Important Instructions**

6. **Administration.** Candidates are advised to bring sufficient eatables and drinking water with them since recruitment is a time consuming process.
7. **Candidates will be permitted entry into the rally site only on production of Admit Card in duplicate generated online through the official website [www.joinindianarmy.nic.in](http://www.joinindianarmy.nic.in). Anyone found with fake admit card will be handed over to Civil Police.**
8. **Recruitment into the army is a free service.** Candidates are advised not to pay bribe to anyone for recruitment as it is based purely on merit. Selection process during recruitment at all stages is computerized and transparent. Therefore, candidates are advised to be beware of touts as they cannot help them at any stage.
9. Candidates are advised to check their age & education criteria before participating in the rally. Candidates found under age/overage and not meeting education criteria will be disqualified.

10. Giving / taking bribe, production of bogus / fake certificates and indulging in unfair means is a criminal offence and liable for punishment under law.
11. Certificates with overwriting, tampering of seals or erasing / alteration of any type will not be accepted.
12. All documents submitted by the candidates are verified by government agencies before enrolment in to Army. Strong legal action will be taken against individuals submitting fake documents. Even after recruitment, the service will be terminated if candidates are found to have produced fake documents or gave wrong information at the time of recruitment, despite the number of years of service individual may have rendered.
13. No compensation for Death / injury / loss etc during the rally and no travelling allowance/dearness allowance for the journey is admissible. Candidates will participate in the rally at their own risk and the participation is totally and entirely voluntary. The signing of Indemnity Bond is a mandatory requirement.
14. **Use of Performance Enhancing Drugs.** Use of any kind of performance enhancing drugs is strictly banned. Candidates having been found to have used the same will be debarred from further screening.
15. **Tattoo.** Permanent body tattoos are only permitted on inner face of forearms i.e. from inside of elbow to the wrist and on the reverse side of palm/ back (dorsal) side of hand. Permanent body tattoos on any other part of the body are not acceptable and candidates will be barred from further selection. However, candidates belonging to tribal communities/ from tribal areas as declared by the Govt of India Scheduled Castes and Scheduled Tribes Orders Act/ Lists (amended and modified from time to time) are permitted to have permanent body tattoos on any part of the body, as per existing customs and traditions of the said tribe to which a candidate belongs. Such candidates will only be permitted on producing a certificate as per format attached at Appendix 'C' duly signed by DC/DM/SDM of the District/ Tehsil where the tribe of the candidate is presently settled or Chairman/Secretary/any other senior member of the Tribe.
16. If 180 days or more lapse between screening medical at the rally and dispatch, medical will be done again and unfit candidates in this review will not be recruited.
17. Selection is provisional till Rahdari Certificate is issued and candidates are dispatched for training.
18. Mobile phones are not permitted in the rally site and at the time of CEE.
19. Candidates are advised in their own interest to undergo medical exam before coming for selection especially with respect to flat foot, poor vision, deformities and physical measurements. All are advised to ensure that their ears are free of wax by getting it cleaned by a doctor prior to the rally.
20. Candidates may have to present themselves at rally site for three to four days. Candidates should make arrangements for stay under their own arrangements.
21. Negative marking would be applicable in CEE.
22. Result of written examination will be declared on the official website [joinindianarmy.nic.in](http://joinindianarmy.nic.in). No separate letter will be sent to the candidate. It is responsibility of candidate to check his result and report to ARO for documentation.
23. For more details contact on:-
- |     |                               |   |              |
|-----|-------------------------------|---|--------------|
| (a) | Telephone Number (ARO, Hisar) | - | 01662-223567 |
| (b) | Mobile Number (ARO, Hisar)    | - | 7597405275   |

**Disclaimer.** Terms and conditions, given in the notification and on the website are subject to change and should therefore, be treated as guidelines only. In case of an ambiguity, the existing policies, rules and regulation of Indian Army/ Government of India will be final. Details are also available on website [www.joinindianarmy.nic.in](http://www.joinindianarmy.nic.in).

Date : 29 September 2020

Place : Hisar (HR)

Sd/-x-x-x-x-x  
(Prasoon Joshi)  
Colonel  
Director Recruiting  
Army Recruiting Office, Hisar (HR)

**FORMAT OF AFFIDAVIT**  
**(ONLY FOR SOS/SOEX/SOW/SOWW)**

JOINT PHOTOGRAPHS OF  
CANDIDATE WITH  
FATHER/MOTHER/BROTHER

SELF ATTESTED BY  
FATHER/MOTHER/BROTHER  
(AS THE CASE MAY BE)

1. I, No \_\_\_\_\_ Rank \_\_\_\_\_ Name \_\_\_\_\_

Of (unit) \_\_\_\_\_ hereby declare that (candidate's Name) \_\_\_\_\_

s/o (Father's Name) \_\_\_\_\_ (Mother's Name) \_\_\_\_\_

(in case of brother( whose photograph is affixed above is my son / real brother.

2. Date of birth of (Candidate's Name) \_\_\_\_\_ is \_\_\_\_\_

As per the Birth Certificate No \_\_\_\_\_ issued by \_\_\_\_\_ (issuing Authority) and as recorded in the  
Matriculation Certificate No \_\_\_\_\_ issued by \_\_\_\_\_ (Education Board).

3. I understand that I am liable to be punished under Army Act if the declaration made by me at  
paragraph 1 and 2 above are found to be incorrect/false at any stage.

Date

(Signature of serving Soldier/Ex-servicemen)

(Army No, Rank and Name & Unit)

AROHISAR(BR)



**NON JUDICIAL STAMP PAPER**  
**(FORMAT FOR AFFIDAVIT)**

Rs. 10

Rs. 10

1. I, Name \_\_\_\_\_ Son of \_\_\_\_\_ while applying for enrolment in Army state the following in my respect :-

**Passport Size  
photo 3.5 x 4.5 cm**

(a) I belong to the following Caste / Religion :-  
Caste \_\_\_\_\_ Sub Caste \_\_\_\_\_ Religion \_\_\_\_\_

(b) My Residential Addresses are as under :-

(i) **Permanent Home Address.**

Fathers Name \_\_\_\_\_ House No \_\_\_\_\_  
Vill/Mohalla \_\_\_\_\_ Tehsil \_\_\_\_\_  
Distt \_\_\_\_\_ State \_\_\_\_\_

(ii) **Postal Address.**

Father's Name \_\_\_\_\_ House No \_\_\_\_\_  
Vill/Mohalla \_\_\_\_\_ Tehsil \_\_\_\_\_  
Distt \_\_\_\_\_ State \_\_\_\_\_

(iii) I fully understand that if enrolled, a detailed verification of my character and antecedents will be carried out by police and civil administration from my permanent address submitted above and also places where I have resided in the last five years.

(iv) My places of residence in the last five years are as stated under :-

S/No	From	To	Residential address in full i.e., House Number, Lane/Street/Road, Village/Town/Mohalla, Thana, Post Office, Tehsil and District
(a)			

(c) I am married / unmarried.

(d) I hereby certify that I am not involved in any civil/criminal case

**OR**

I was involved in following cases but was acquitted :-

(i) \_\_\_\_\_  
(ii) \_\_\_\_\_

**OR**

Following court cases / FIR are pending against me :-

(i) \_\_\_\_\_  
(ii) \_\_\_\_\_

(e) **Consent Certificate.** I am below 18 years and my parents give their consent, for attending the Army Recruitment Rally. (if applicable)

Signature of Father \_\_\_\_\_

(f) I am authorized to attend UHQ rally because I am son/ brother of No Name \_\_\_\_\_ Regt \_\_\_\_\_.

(g) I hereby certify that I, son of No \_\_\_\_\_ Name \_\_\_\_\_ Regt \_\_\_\_\_ am eligible for claiming bonus marks as none of my brothers have been enrolled in Army earlier/ I am not eligible to claim bonus marks ( Cut whichever is not applicable).

2. I am aware that there is only one recruitment rally conducted in a recruiting year (01 April to 31 March) for every district and therefore I am entitled to attend only once every recruiting year from my home town district based on my nativity/domicile certificate. I fully understand that if I attend another recruitment rally in the same recruiting year, based on a different district Nativity/ Domicile certificate, my candidature will be cancelled and if enrolled, I will be dismissed from service.

3. I am attending this recruitment rally based on the Nativity / Domicile certificate issued by \_\_\_\_\_ (mentioned the state government), details of which are as stated below:-

S/No	Cert No	Date of Issue	Validity	Issuing Authority

4. Details of nativity/domicile certificate held by me in past (if any) are as stated below :-

S/No	District	Issued by	Issuing date	Present Status (Valid/ Expired)
(a)				

5. I hereby certify that till date I have attended the following Army Recruitment Rallies :-

S/No	Recruitment Rally Venue	Army Recruitment Office	Month and year	Category Applied for	Nativity/ Domicile Certificate Address used
(a)					

6. I give an undertaking that all documents submitted by me are correct. All documents issued by govt org / offices have been signed by authorized designated and govt officials. If any document at any stage is found fake or wrong info is furnished by me, I am aware that I will be dismissed from service and FIR will be lodged against me .

Signature of Notary

Signature of Candidate

**CERTIFICATE (ONE CERTIFICATE FOR EACH TATTOO) FOR PERMANENT BODY TATTOO IN  
RESPECT OF CANDIDATES FROM TRIBAL COMMUNITIES**

1. This is to certify that \_\_\_\_\_ (Name of Candidate), whose date of birth is \_\_\_\_\_ is the Son/Daughter of \_\_\_\_\_ (Name of Father/Mother/Guardian as applicable) and being to \_\_\_\_\_ (Name of the Tribe) Community of \_\_\_\_\_ (Name of District) in the State of \_\_\_\_\_ (Name of State).

2. It is certified that the permanent body tattoo (s) inked at the following parts of the body of \_\_\_\_\_ (Name of candidate) is as per existing customs and traditions of \_\_\_\_\_ Tribe and is in practice as on date :-

(a)

(b)

(c)

(d)

(Total No of Tattoos - both in figures and words)

3. Post card size photograph of each of the tattoo as given in Paragraph 2 of Appendix B above is correct and placed as under for any future reference/ record hereafter :-

<b><u>Photographs of Tattoo</u></b>	<b><u>Details of Tattoo</u></b>
(Post card size to be pasted here duly signed by the candidate and official issuing this certificate with their respective names. Please do not use staple pins/clips.	Size of Tattoo (In cms) -
	Language (If applicable) -
	Significance of Tattoo (If applicable) -

Note :- Each tattoo will have a separate photograph with details and will be described separately. Additional pages will be used for the purpose and each page will be attested separately.

Place :

Affix Round  
Stamp

Date :

(Signature with Name Designation and Stamp of DC/DM/SDM of the District/Tehsil) OR (Signature with Name Designation if any and Address of Chairman/Secretary or Senior member of the Tribe to which the candidate belongs to with their Stamp).