

record, his physical qualifications for the job, and his ability to compete with other applicants in all requirements for the position. The State Personnel Board, through its staff, is responsible for training and indoctrinating members of Qualifications Appraisal Panels. Such indoctrination should include a clear statement of state policy on age discrimination. The SPB also provides for age balance on QAP's, so that older applicants will be assured that individuals with a mature viewpoint are members of the examining body.