

GS-9	MASTER'S DEGREE	Ranks in the upper quarter of all Master's degree graduates in his field.
GS-11	MASTER'S DEGREE	Minimum of two years study required by university for the degree; and Ranks in the upper quarter of all graduates in his field with this same type of Master's degree. Positions involve research, creativity, or advanced scientific work.
GS-12	Ph. D. DEGREE	Ranks in the upper half of all Ph. D. degree graduates in his field. Positions involve research or exploratory development.

Moreover, candidates for research and development positions at any level who have made a *significant creative contribution* can qualify for one additional grade above the one for which their experience and training would normally qualify them. However, a candidate who achieves a higher grade on the basis of the criteria in the table above cannot qualify for an additional higher grade based on a significant creative contribution.