Penn State Berks
Career and Internship Fair 2020

Directory of Participating Employers
ABILITIES IN MOTION
Diana Vavreck—Director of Human Resources
davreck@abilitiesinmotion.org
www.abilitiesinmotion.org
**Majors:** Applied Psychology, Business, Information Sciences & Technology, Rehabilitation and Human Services
**Internships:** IT and Human Resources Internships
**Positions:** Full-time Agency With Choice Program Representative

ABRAXAS YOUTH & FAMILY SERVICES
Olga Castillo – Recruiter
olgacastillo@abraxasyfs.com
www.jobsatabraxas.com
**Majors:** Criminal Justice
**Positions:** Full-time Youth Development Specialist, Secondary Teacher in Math, Clinician (Bilingual Preferred), Youth Development Technician (3rd shift)

AFP ADVANCED FOOD PRODUCTS, LLC.
Jodi Pace - Human Resources Manager
jodi.pace@afpllc.com
Tom Savage - Corporate Engineer
tom.savage@afpllc.com
www.afpllc.com
**Majors:** ElectroMechanical Engineering Technology, Mechanical Engineering
**Internship:** Summer Intern in Project Engineer/Project Management

ARMSTRONG WORLD INDUSTRIES
Chris Michaels—Supply Chain Planning Manager
CAMichaels@armstrongceilings.com
Amethyst Stancliff
astancliff@armstrongceilings.com
www.armstrongceilings.com
**Majors:** Business
**Positions:** Full-time Supply Chain Analyst

ASHLEY FURNITURE INDUSTRIES
Federico Jimenez - Recruiter
FjimenezJr@ashleyfurniture.com
www.ashleyfurniture.com
**Majors:** Business, Electro-Mechanical Engineering Technology, Information Sciences & Technology, Management
**Internship:** Internships
**Positions:** Full-time
AVANCEON
Sara Ritter – Talent Scout & Culture Champion
sritter@avanceon.com
www.avanceon.com
**Majors:** ElectroMechanical Engineering Technology, Mechanical Engineering
**Internship:** Control Engineer Internship
**Positions:** Full-time Engineer I

AYDIN DISPLAYS
Jennifer Noecker—Human Resources Manager
jnoecker@aydindisplays.com
www.spartonre.com
**Majors:** ElectroMechanical Engineering Technology, Mechanical Engineering
**Co-op:** Engineering
**Internship:** Engineering and Skilled Manufacturing
**Summer:** Engineering and Manufacturing

BAYADA HOME HEALTH CARE
Keri Neiswender -Recruiting Manager
kneiswender@bayada.com
http://www.bayada.com
**Majors:** Biochemistry & Molecular Biology, Science
**Positions:** Full-time and Part-time

BLOMMER CHOCOLATE COMPANY
Sarah Scarangello – Corporate Recruiter
sscarangello@blommer.com
www.blommer.com
**Majors:** Business, Chemistry, ElectroMechanical Engineering Technology, Management, Mechanical Engineering, Organizational Leadership
**Internship:** Internships
**Positions:** Full-time, Internship, and Summer Employment

BRENTWOOD INDUSTRIES
Allison Rebilas – Human Resources Generalist
arebilas@brentw.com
www.brentwoodindustries.com
**Majors:** Accounting, Business, ElectroMechanical Engineering Technology, Information Sciences & Technology, Marketing
**Internship:** Engineering, Marketing, IT
**Positions:** Full-time
CARDINAL SYSTEMS, INC.
Amy Doyle – Human Resources Director
adoyle@cardinalsystemsinc.com
https://cardinalsystemsinc.com/
**Majors:** Accounting, ElectroMechanical Engineering Technology, Information Sciences & Technology, Marketing
**Internship:** Internships
**Positions:** Full-time and Summer Employment

CARLISLE INTERCONNECT TECHNOLOGIES
Alison Thomas - Human Resources Recruitment Coordinator
alison.thomas@carlisleit.com
www.carlisleit.com
**Majors:** ElectroMechanical Engineering Technology, Mechanical Engineering
**Internship:** Summer Engineering Internship
**Positions:** Full-time Manufacturing Associates, Manufacturing Technicians, Quality Inspector, Document Control Coordinator

CARPENTER TECHNOLOGY
Richard Dunn – Manager - Talent Acquisition
rdunn@cartech.com
www.cartech.com
**Majors:** Accounting, Business, ElectroMechanical Engineering Technology, Information Sciences & Technology, Management, Marketing, Mechanical Engineering, Science
**Internship:** Engineering Intern, Business Development Account Representative Intern, Quality Intern, R&D Intern, Accounting Intern
**Positions:** Full-time Engineering, Finance, Supply Chain, Research & Development, Customer Service

CATALYST AIR MANAGEMENT, INC.
Maggie Cangro – Director
maggie.cangro@catalystair.com
www.catalystair.com
**Majors:** Chemistry, ElectroMechanical Engineering Technology, Mechanical Engineering
**Internships:** Environmental Scientist/Technician
**Positions:** Environmental Scientist/Technician

CCRES: EDUCATIONAL & BEHAVIORAL HEALTH SERVICES
Keara Martzen – Human Resources Recruiter
kearamartzen@ccres.org
www.ccres.org
**Majors:** Applied Psychology, Criminal Justice, Elementary and Early Childhood Education, Occupational Therapy, Rehabilitation and Human Services
**Internship:** Personal Care Assistant
**Positions:** Full-time Direct Support Professional, Part-time Personal Care Assistant, Therapeutic Staff Support, Instructional Assistant, Paraprofessional

ULINE
Jessica Gonzalez - Human Resources Recruiter
jessica.gonzalez@uline.com
uline.jobs
**Majors:** Business, Communications Arts & Sciences, Entrepreneurship and Innovation, Management, Marketing, Organizational Leadership
**Internship:** Warehouse Management Trainee Internship, Sales Internship
**Positions:** Full-time Sales Representative, Warehouse Management Trainee, Customer Service Representative

VISIONS FEDERAL CREDIT UNION
Michelle Rogers – Sr. Talent Acquisition Specialist
mrogers@visionsfcu.org
www.visionsfcu.org
**Majors:** Accounting, Business, Information Sciences & Technology, Management
**Positions:** Full-time, Part-time, Summer
TOMPKINS VIST BANK
Jessica Sullivan—Human Resources Generalist
JSullivan@tompkinsfinancial.com
www.vistbank.com
Majors: Accounting, Business, Management, Marketing, Organizational Leadership, Security and Risk Analysis
Internship: Marketing, Credit Analysis
Positions: Full-time Bank Teller, Credit Analyst; Part-time Bank Teller

TOWER HEALTH
Keith Martin - Process Improvement Consultant keith.martin@towerhealth.org
Maureen Carroll - Senior Recruiter maureen.carroll@towerhealth.org
www.towerhealth.org
Majors: Occupational Therapy, Science
Positions: Full-time Registered Nurse, Medical Lab Techs, Medical Assistants, Physical therapy, Pharmacists

TRANSLOGISTICS, INC.
Joseph McDevitt II - Director of Sales josephm@tli.email
Monique Johnson - Inside Sales Manager moniquej@tli.email
http://www.translogisticsinc.com
Majors: Accounting, Business, Entrepreneurship and Innovation, Information Sciences & Technology, Management, Marketing
Positions: Full-time and Part-time Logistics Coordinator, Inside Sales Executive

UGI ENERGY SERVICES
Trevor Hess – Talent Administrator II thess@ugi.com
https://careers.ugicorp.com/UGIEnergyServices/
Majors: Accounting, Information Sciences & Technology, Mechanical Engineering
Internship: Internships
Positions: Full-time

UNITED STATES ARMY
Matthew Fullerton - Chief, A&PA matthew.a.fullerton.civ@mail.mil
www.goarmy.com
Majors: All Majors
Positions: Full-time and Part-time Multiple Career Positions

CHAMPION PERSONNEL
Sarah McKillip – Office Manager sarah@championpersonnel.net
www.championpersonnel.net
Majors: Business, Management, All Majors
Positions: Full-time Staffing Coordinators, Manager

CHICK-FIL-A AT EXETER
Shawn Filby - Owner 02348@chick-fil-a.com
www.chick-fil-a.com/exeter
Majors: All Majors
Internship: Chick-fil-A Corporate Leadership Internship
Positions: Full-time Manager Restaurant Operations, Restaurant Marketing Director; Part-time Assistant Manager, Assistant Restaurant Marketing Director

CITY OF READING POLICE DEPARTMENT
Elizabeth Fedorowich—Human Resources Generalist elizabeth.fedorowich@readingpa.gov
www.readingpa.gov
Majors: Accounting, Business, Criminal Justice, Information Sciences & Technology, Management, Organizational Leadership
Positions: Full-time and Part-time

CLARK ASSOCIATES
Randall McCarty - Director ramccarty@clarkinc.biz
www.clarkassociatesinc.biz/
Majors: All Majors
Internship: Various Positions in All Divisions
Positions: Full-time Positions in All Divisions

COUNTRY MEADOWS RETIREMENT COMMUNITIES
Jessica Janiszewski – Senior Employment Specialist jjaniszewski@countrymeadows.com
www.countrymeadows.com
Majors: Applied Psychology, Communications Arts & Sciences, Kinesiology, Marketing, Organizational Leadership, Rehabilitation and Human Services, Science
Positions: Full-time and Part-time Positions
<table>
<thead>
<tr>
<th>Company</th>
<th>Contact Person</th>
<th>Position</th>
<th>Majors</th>
<th>Internship/Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dana Incorporated</td>
<td>Robin Crihfield – Human Resources Manager</td>
<td>Director</td>
<td>Applied Psychology, Mechanical Engineering</td>
<td>Engineering, Human Resources</td>
</tr>
<tr>
<td>Diakon Lutheran Social Ministries</td>
<td>Chip King - Recruiter</td>
<td>Recruiter</td>
<td>All Majors</td>
<td>Internship</td>
</tr>
<tr>
<td>Enersys</td>
<td>Amanda Scholl – Senior Corporate Recruiter</td>
<td>Recruiter</td>
<td>ElectroMechanical Engineering Technology, Information Sciences &amp; Technology, Mechanical Engineering</td>
<td>Internship Positions</td>
</tr>
<tr>
<td>Enterprise Holdings</td>
<td>Elizabeth Brindley – Talent Acquisition Specialist</td>
<td>Recruiter</td>
<td>Business, Communication Arts &amp; Sciences, Management, Marketing</td>
<td>Summer Management Trainee</td>
</tr>
<tr>
<td>T.W. Ponessa &amp; Associates Counseling Services, Inc.</td>
<td>Brittany Ponessa - Director of Recruitment</td>
<td>Director</td>
<td>Criminal Justice, Elementary and Early Childhood Education, Rehabilitation and Human Services, Special Education</td>
<td>Internship</td>
</tr>
<tr>
<td>The High Companies</td>
<td>Angie Hessen - Talent Acquisition Manager</td>
<td>Recruiter</td>
<td>Hospitality Management, Mechanical Engineering</td>
<td>Internships</td>
</tr>
<tr>
<td>The Highlands - Wyomissing</td>
<td>Damaris Espinal – Human Resources</td>
<td>Recruiter</td>
<td>Hospitality Management, Rehabilitation and Human Services</td>
<td>Full-time and Part-time Positions</td>
</tr>
<tr>
<td>The Travelers Companies, Inc.</td>
<td>Christine Chamberland – University Relations Consultant</td>
<td>Recruiter</td>
<td>Business, Communications Arts &amp; Sciences, Management</td>
<td>Full-time Claim Rep Trainee / Operations Specialist</td>
</tr>
<tr>
<td>Threshold Rehabilitation Services, Inc.</td>
<td>Amy Whetstone – Human Resources Coordinator</td>
<td>Recruiter</td>
<td>Information Sciences &amp; Technology, Rehabilitation and Human Services, All Majors</td>
<td>Mental Health Division</td>
</tr>
</tbody>
</table>

**Positions:**
- Full-time
- Part-time
- Direct Support Professional
- Residential, Production Supervisor
- Mental Health Program Assistant
- Information Technology Support Specialist
- Application Support Specialist
- Part-time Direct Support Professional
SHERWIN WILLIAMS COMPANY
Marta Biskup - District Recruiter
marta.biskup@sherwin.com
www.sherwin.com
Majors: All Majors
Internship: Sales and Management 2020 Summer Intern
Positions: Full-time Management/Sales Trainee, Part-time Sales Associates

SMEAL COLLEGE OF BUSINESS
Joy Mack - Assistant Director
jmm7073@psu.edu
smeal.psu.edu
Majors: Accounting, Biochemistry & Molecular Biology, Biology, Chemistry, ElectroMechanical Engineering Technology, Global Studies, Information Sciences & Technology, Kinesiology, Mechanical Engineering, Science, Security and Risk Analysis

SSM GROUP
Chelsea Carl - Marketing Coordinator
chelsea.carl@ssmgroup.com
Lou McCoy - Director of Human Resources
lou.mccoy@ssmgroup.com
www.ssmgroup.com
Majors: Mechanical Engineering
Internship: Civil Engineer, Mechanical Engineer, Electrical Engineer, Structural Engineer, Water/Wastewater Engineer, Survey Crew Chief
Positions: Full-time Civil Engineer, Mechanical Engineer, Electrical Engineer, Structural Engineer, Water/Wastewater Engineer, Survey Crew Chief

STRATIX SYSTEMS
Michael LeSage – Corporate Recruiter
mlesage@stratixsystems.com
https://stratixsystems.com/
Majors: Accounting, ElectroMechanical Engineering Technology, Information Sciences & Technology, Marketing, Security and Risk Analysis
Internship: IT Help Desk Technician
Positions: Full-time Account Executive, Field Service Technician, IT Help Desk Technician, Staff Accountant; Summer IT Help Desk Technician

SUBSTITUTE TEACHER SERVICE, INC.
Michelle McAleer – Account Coordinator
m.mcaleer@thesubservice.com
www.thesubservice.com
Majors: All Majors
Positions: Full-time and Part-time Substitute Teacher, Guest Teacher, Student Teacher, Paraprofessional, Personal Care Assistant, Nurse

ETHOSOURCE LLC
Stephanie Hurwitz – Human Resources Specialist
stephh@ethosource.com
www.ethosource.com
Majors: Business
Positions: Full-time Junior Account Executive

EUROFINS LANCASTER LABORATORIES
Chloe Hess - Specialist
usrecruit@eurofinsus.com
www.eurofins.com
Majors: Biochemistry & Molecular Biology, Biology, Chemistry, Information Sciences & Technology, Science
Positions: Full-time Chemist, Biochemist, Technician, Scientist, Microbiologist, Accounting, IT Support

FASTENAL
Ryan Levengood - District Manager
rlevengo@fastenal.com
https://careers.fastenal.com/
Majors: Business
Internship: Internships
Positions: Part-time Positions

FLEXICON CORPORATION
Tami West - Human Resources Manager
twerp@flexicon.com
www.flexicon.com
Majors: ElectroMechanical Engineering Technology, Information Sciences & Technology, Marketing, Mechanical Engineering
Internship: Controls Applications Engineer, Mechanical Engineer, Technical Applications Engineer
Positions: Full-time Controls Applications Engineer, Regional Applications Engineer, Technical Applications Engineer, IT Applications Engineer, Field Services Technician

FRASER ADVANCED INFORMATION SYSTEMS
Juliette Piersody - Corporate Recruiter
jpiersody@fraser-ais.com
www.fraser-ais.com
Majors: Accounting, Business, Communications Arts & Sciences, Entrepreneurship and Innovation, Information Sciences & Technology, Management, Organizational Leadership, Security and Risk Analysis
Internships: Internships
Positions: Full-time Positions
GAGE PERSONNEL
Kris Clinese - Senior Recruiter
k.clinese@gagepersonnel.com
www.gagepersonnel.com
Majors: Accounting, Business, Management, Marketing

HCR MANORCARE
Megan McMahon - Human Resources Director
568hr@hcr-manorcare.com
hcr-manorcare.com
Majors: Science
Internship: Internship Positions
Positions: Full-time Registered Nurses, License Practical Nurse, Certified Nurse Assistant. Part-time Registered Nurses, License Practical Nurse, Certified Nurse Assistant

HERSHEY ENTERTAINMENT & RESORTS
Lindsey Icker - Recruiter
limicker@hersheypa.com
HersheyJobs.com
Majors: All Majors, Hospitality
Internship: Internship Positions
Positions: Full-time, Part-time, and Summer Employment

KALEIDOSCOPE FAMILY SOLUTIONS
Zaura Murphy - Recruiting Director
zamurphy@kfamilysolutions.org
www.kfamilysolutions.org
Majors: All Majors
Internship: Recruiter, Direct Support / Case Management
Positions: Full-time Recruiter Clinical Coordinator; Part-time Direct Support Professional

KEYSTONE ENGINEERING GROUP
Lisa Hornberger – Human Resources Specialist
lhornberger@kegi.net
www.kegi.net
Majors: ElectroMechanical Engineering Technology
Internship: Engineering
Positions: Full-time Engineering

ROSENBERGER NORTH AMERICA
Amanda B. Wirfs – Human Resources Manager
amandawirfs@rosenbergerna.com
Mark Bennett – Product Manager
markbennett@rosenbergerna.com
www.rosenberger.com/us_en/
Majors: Business, ElectroMechanical Engineering Technology, Information Sciences & Technology, Mechanical Engineering
Internship: Internships
Positions: Full-time Positions

RUNWELL SOLUTIONS, INC.
Todd Straub - President
tjs@runwellsolutions.com
www.runwellsolutions.com
Majors: Information Sciences & Technology
Internship: L1 Network Engineer, Security Engineer
Positions: Full-time L1 Network Engineer, Security Engineer

SECHAN ELECTRONICS, INC.
Leigha Davidson - Human Resources Generalist II
ldavidson@sechan.com
www.sechan.com
Majors: ElectroMechanical Engineering Technology, Mechanical Engineering, All Majors
Positions: Full-time Quality Engineers, PCB Engineer, RF Systems Engineer, Planner, Buyer, Quality Inspectors, Test Technicians

SERVICE ACCESS AND MANAGEMENT, INC.
Jelitza Motta – Human Resources Manager
jmotta@sam-inc.org
www.sam-inc.org
Majors: Criminal Justice, Elementary and Early Childhood Education, Rehabilitation and Human Services
Internship: Internships
Positions: Full-time Case Managers, Supports Coordinators, Service Coordinators

SFS GROUP USA, INC.
Mandy Babetski – Senior HR Business Partner
mandy.babetski@sfs.biz
www.sfsintecusa.com
Majors: Accounting, Business, ElectroMechanical Engineering Technology, Mechanical Engineering
Internship: Accounting and Engineering
Positions: Summer Accounting and Engineering
PENSKE TRUCK LEASING
Christina Feineman – Staffing Coordinator
Rental.Staffing@Penske.com
https://penske.jobs/
**Majors:** Accounting, Business, Management, Marketing
**Positions:** Full-time and Summer Seasonal Customer Care Specialist

READING BAKERY SYSTEMS
Roseann Reinhold – Human Resources Director
roseann.reinhold@readingbakery.com
Cameron Johnston—Director of Engineering
cameron.johnston@readingbakery.com
www.readingbakery.com
**Majors:** ElectroMechanical Engineering Technology, Mechanical Engineering
**Internship:** Internships
**Positions:** Full-time and Part-time Positions

READING PEDIATRICS
Partick Simonson, FACHE - Executive Director
p.simonson@readingpediatrics.net
www.readingpediatrics.net
**Majors:** Sciences
**Positions:** Full-time and Part-time Licensed Practical Nurses and Registered Nurses

READING TRUCK GROUP
Denise Pehlman – Sr. Talent Acquisition Partner
dpehlman@readingbody.com
http://readingbody.com
**Majors:** Accounting, ElectroMechanical Engineering Technology, Information Sciences & Technology, Mechanical Engineering
**Positions:** Full-time Positions

ROBERT HALF
Nicole McKillop – Event Coordinator
nicole.mckillop@roberthalf.com
www.roberthalf.com
**Majors:** Accounting, Business, Management, Marketing
**Positions:** Full-time and Part-time Positions

KIDSPEACE
Robin Latulippe - Recruiting Assistant
robin.latulippe@kidspeace.org
www.kidspeace.org/
**Majors:** Applied Psychology, Criminal Justice, Elementary and Early Childhood Education, Rehabilitation and Human Services, Special Education
**Internship:** Education Aide
**Positions:** Full-time and Part-time Mental Health Technician, Youth Care Worker, Team Assistant, TSS Worker
**Summer:** Education Aide

LOCKHEED MARTIN SPACE
Allen Puy - Manager, Systems and Mission Engineering
allen.s.puy@lmco.com
www.lockheedmartinjobs.com/college-students
**Majors:** Information Sciences & Technology, Mechanical Engineering, Security and Risk Analysis
**Internship:** Internships
**Positions:** Full-time

LUTRON ELECTRONICS CO. INC.
Wendy Keiter
Dan Osle - Technician
careerfairs@lutron.com
www.lutron.com
**Majors:** ElectroMechanical Engineering Technology, Information Sciences & Technology
**Co-op:** Technician Work Study Program
**Internships:** Technician Work Study Program
**Positions:** Full-time Electronics Technician, Systems Technician, Mechanical Technician

MAE-ITEIL, INC.
Katharina Stuerzl - Employee Relations Specialist
katharina.stuerzl@mae-group.com
www.mae-group.com
**Majors:** Accounting, Mechanical Engineering
**Co-op:** Mechanical Engineering
**Internships:** Mechanical Engineering Intern
**Positions:** Full-time Mechanical Engineer, Designer, Accountant, Controller
**Summer:** Mechanical Engineer

MARINE OFFICER PROGRAM
James Hubler - Captain
james.hubler@marines.usmc.mil
Marines.mil
**Majors:** All Majors
**Internships:** Internship Positions
**Positions:** Full-time, Part-time
MAXIM HEALTHCARE SERVICES, INC.
Christopher Valverde - Business Development Manager
chvalver@maxhealth.com
www.maximhealthcare.com/
 Majors: Business, Elementary and Early Childhood Education,
 Management, Marketing, Occupational Therapy, Organizational Leadership,
 Special Education Positions: Full-time Entry Level Healthcare Recruiters,
 LPNs, RNs, Special Education Teachers, Paraeducators

METSO
Marianne Riker - Senior Recruiter
marianne.riker@metso.com
www.metsos.com
 Majors: ElectroMechanical Engineering Technology, Mechanical Engineering
 Co-op: Co-op Positions
 Internships: Internships Available
 Positions: Full-time

MID PENN BANK
Michelle Yunk - Talent Acquisition Officer
Michelle.yunk@midpennbank.com
Www.midpennbank.com
 Majors: Accounting, Business
 Internships: A variety of opportunities. See recruiter for more information.
 Positions: A variety of opportunities. See recruiter for more information.

MISCO PRODUCTS CORPORATION
Alyssa Francis - Human Resources Analyst
alyssa.francis@miscoproducts.com
www.miscoproducts.com
 Majors: All Majors
 Internships: Human Resources Intern, Operations Intern, Customer Service Intern
 Positions: Summer Seasonal Production Team Member

MITSUBISHI CHEMICAL ADVANCED MATERIALS
Heide Kalbach - Human Resources Manager
heide.kalbach@mcam.com
plasticperspectives.com/
 Majors: ElectroMechanical Engineering Technology, Mechanical Engineering
 Internships: Internship Positions

NORTHWESTERN MUTUAL
Corin Dundore – Director of Recruitment & Development
corin.dundore@nm.com
www.northwesternmutual.com
 Majors: Accounting, Business, Entrepreneurship and Innovation, Marketing
 Internship: College Financial Representative,
 Positions: Full-time Financial Representative; Summer College Financial Representative

OMEGA SYSTEMS
Kate McCarney - Human Resources Specialist
kmccarney@omegapa.com
www.omegasystemscorp.com
 Majors: Business, Information Sciences & Technology, Management, Marketing, Professional Writing, All Majors
 Internship: Inside Sales Representative
 Positions: Full-time Service Desk, Network Engineer, Business Development Executive

OMNI BEDFORD SPRINGS RESORT & SPA
Udeni Perera – Human Resources Employment Manager
udeniperera@omnihotels.com
www.omnihotels.com/careers
 Majors: Hospitality Management, Management, Marketing, Security and Risk Analysis
 Internship: Internship Positions
 Positions: Full-time, Part-time, and Summer

PENN STATE GREAT VALLEY
Christian Hicks - Academic Program Manager
cmh351@psu.edu
greatvalley.psu.edu
 Majors: All Majors
 Positions: Master's Degree Programs

PENN STATE HEALTH
Allison Scheetz – Recruitment Coordinator
ascheetz@pennstatehealth.psu.edu
https://careers.pennstatehealth.org/
 Majors: All Majors
 Positions: Full-time and Part-time Positions