



**MINERAL EXPLORATION AND CONSULTANCY LIMITED  
(A MINIRATNA-I GOVERNMENT OF INDIA ENTERPRISE)**

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**RECRUITMENT THROUGH  
“UPSC Combined Geo-Scientist Examination 2024”  
For Executive Trainee (Geophysics)  
Advertisement No.: 04/Rectt./2025**

Mineral Exploration and Consultancy Limited (MECL) (formerly Mineral Exploration Corporation Limited), a Mini-Ratna-I CPSE, under the Ministry of Mines, Government of India, invites **Online Applications** from promising, energetic and young persons with brilliant academic record to join the Organization as **Executive Trainee (Geophysics)**:

**(1) VACANCIES AND ELIGIBILITY CRITERIA FOR THE POST:**

| Sl. No. | Post/Level/Scale of Pay                                          | No. of Vacancies                                               | Essential Educational Qualification                                                                                                                                                                                                                      | Upper Age as on 31.10.2025 |
|---------|------------------------------------------------------------------|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| 01      | 02                                                               | 03                                                             | 04                                                                                                                                                                                                                                                       | 05                         |
| 1       | Executive Trainee (Geophysics)/<br>E-1/<br>Rs. 40,000-1,40,000/- | 10<br>[Fresh: 10<br>(04-UR, 03-OBC-NCL, 01-SC, 01-ST, 01-EWS)] | M.Sc/ M.Tech./ M.Sc.Tech. (Geophysics/ Applied Geophysics/ Geophysical Technology) OR equivalent [Courses to be approved by UGC & AICTE (wherever applicable) & Degree to be recognized by UGC&AICTE (wherever applicable) [ODL Degrees not permissible] | 28 years                   |

**Note:**

- This is an opportunity for Direct Recruitment into a Mini-Ratna-I Central Public Sector Enterprise, for such individuals who have cleared Written Round of the Combined Geo-Scientist Examination 2024 conducted by UPSC – in Geophysics Discipline, appeared for UPSC CGSE 2024 Interview but were not recommended for final selection.
- Calling candidates from list of not recommended candidates of the UPSC Combined Geo-Scientist Examination 2024 (who have opted as willing to disclose their information on UPSC's website)
- Given the core operational requirements of MECL as a mineral exploration company, it is imperative that candidates possess a postgraduate qualification strictly in Geophysics or a directly related specialization i.e. M.Sc./M.Tech./M.Sc.Tech. (Geophysics / Applied Geophysics / Geophysical Technology) or any postgraduate degree in the field of Geophysics. As such, candidates holding M.Sc. (Physics) / M.Sc. (Applied Physics) or equivalent will not be considered for the said post.

## **(2) SELECTION PROCESS:**

- i. The interested & eligible candidates as per terms of advertisement must possess a postgraduate qualification strictly in Geophysics or a directly related specialization i.e. M.Sc./M.Tech./M.Sc.Tech. (Geophysics / Applied Geophysics / Geophysical Technology) or any postgraduate degree in the field of Geophysics, and must have cleared the Written Round of the UPSC Combined Geo-Scientist Examination 2024 (in Geophysics Discipline), appeared for UPSC CGSE 2024 Interview, but were not recommended for final selection by UPSC in CGSE 2024, and have consented to sharing the marks information on UPSC's website. It is reiterated that candidates holding M.Sc. (Physics) / M.Sc. (Applied Physics) or equivalent will not be eligible for the said post in light of MECL's operational requirements as a Mineral Exploration Company.
- ii. Based on number of Positions advertised hereinabove and against applications received from above such candidates, the applicant lists shall be prepared in decreasing order of marks (out of 1200) scored in Combined Geo-Scientist Examination 2024 for Geophysics discipline, category-wise.
- iii. Based on the UPSC Combined Geo-Scientist Examination 2024 Examination score (out of 1200), and other eligibility criteria, eligible candidates will be shortlisted as per extant Recruitment Rules of MECL.
- iv. The shortlisted eligible candidates will be called for the document verification round, and if documents are found suitable and matching with advertisement criteria, offers of employment shall be issued.
- v. In respect of recruitment of Executive Trainees through Combined Geo-Scientist Examination 2024 conducted by UPSC, only UPSC Combined Geo-Scientist Examination Score (out of 1200) will be used for recruitment. No separate written examination and no separate personal interview will be held.
- vi. Only the scores for shortlisting will be from UPSC Combined Geo-Scientist Examination 2024 (Score out of 1200) Geophysics Discipline. All other eligibility criteria (age, age relaxations, category etc.,) shall flow from the Advertisement and the extant MECL Recruitment Rules.

## **(3) RESERVATION, RELAXATIONS AND CONCESSIONS:**

- i. Reservation/ Relaxations for SC/ ST/ OBC-NCL/ EWS/ PWD (degree of disability 40% & above) and Ex-Servicemen candidate will be as per Government of India guidelines.
- ii. Upper age limit is relaxable by 05 years for SC/ ST candidates as per Government of India guidelines.
- iii. Upper age limit is relaxable by 03 years for OBC (Non-Creamy Layer) candidates as per Government of India guidelines. Such candidates will be required to produce the requisite valid certificate, in the prescribed format of Government of India, **from a competent authority issued in the current financial year**, indicating clearly the candidate's caste, the Act/Order under which the caste is recognized as OBC (NCL) and the village/town the candidate is ordinarily a resident of, at the time of document verification, if called for. A declaration in the prescribed format by a candidate seeking reservation as OBC (Non-Creamy Layer), that he/she does not belong to the creamy layer as on cut-off date, in addition to the community certificate (OBC) will also be required at the time of document verification.
- iv. **The OBC candidates who belong to "Creamy Layer" are not entitled to OBC concession and they have to indicate their category as "UR".**
- v. For Persons with Disabilities (PWD), upper age limit is relaxable up to 10 years for PWD Candidates belonging to General, 15 years for PWD Candidates belonging to SC/ST and 13 years for PWD Candidates belonging to OBC-NCL, for all posts as per Government of India guidelines. Such candidate will be required to produce the requisite certificate, in the prescribed format of Government of India, indicating the nature and percentage of disability from the Medical Board/Competent Medical Authority for the purpose of employment.
- vi. Age & other relaxation criteria for Ex-servicemen will be as per Government of India guidelines.

- vii. Reservation of EWS candidates will be provided as per Government of India Guidelines, subject to providing Income and Asset Certificate from the Competent Authority to issue such certificate, **from a competent authority issued in the current financial year**. The prescribed format and the competent authority have been mentioned in DOPT Office Memorandum No. 36039/1/2019.
- viii. The internal candidates serving in the scale next lower to the level for which recruitment is being made, who fulfil necessary requirements stipulated for the post under recruitment, and have applied for the same, may be considered along with other candidates, provided that said internal candidate should have been serving in the immediately lower scale for at least 01 year on the cut-off date specified in the advertisement. The prescribed application fees shall not apply in such cases.
- ix. Relaxation in maximum age criteria, up to a relaxation of at most 01 year, may be granted to internal candidates, upon approval of CMD, and his decision shall be final.
- x. There shall be no relaxation in the qualifications criteria for internal candidates.

**NOTE-1:** The mere use of the candidate pool disclosed by UPSC under its Public Disclosure Scheme (PDS) – comprising non-recommended candidates who qualified the written stage/s but were not recommended for selection after Personal Interview– does not, by implication or otherwise, bind MECL to adopt UPSC’s recruitment rules, procedures, ages or category criteria.

**NOTE-2:** Candidates have to submit category certificates that are valid during MECL's recruitment process. UPSC CGSE 2024 application category filled by any candidate is not binding on MECL. MECL follows its own established and approved guidelines & rules – in keeping with Presidential Directives on reservation, for which category certificates/status submitted at the time of UPSC CGSE 2024 do not automatically apply unless candidates provide proof of belonging to the claimed category in the year of recruitment being taken up by MECL. As such, category status selected by candidates during applying for UPSC CGSE 2024 do not automatically become applicable to MECL’s process. Candidate shall be required to provide relevant valid document ascertaining claimed category in the year of recruitment at the time of the recruitment process, at the time of application, and whenever asked by MECL during the Recruitment Process. In other words, the category claimed by Candidate while applying to post in this advertisement, should be accompanied by relevant valid category certificate – which only will be considered by MECL.

#### **(4) REMUNERATION:**

- i. During one year training period, the selected candidates will be placed as Executive Trainees at initial Basic Pay of Rs. 40,000/- per month in the Pay Scale of Rs. 40,000-1,40,00/- (E-1) (I.D.A) with applicable Industrial Dearness Allowance (IDA) (with revision from time to time).
- ii. Besides Basic Pay & IDA, all the posts carry other benefits like HRA, Allowances (under cafeteria approach), PF, Performance Related Pay, Group Medical Insurance Facilities, MECL-Employee Defined Contributory Superannuation Scheme, Group Personal Accident Insurance and Term Insurance. These benefits will be provided as per directives issued by the company from time to time.
- iii. Further, employees are also be entitled for two/four-wheeler vehicle loan and house building advance as per Company guidelines.

#### **(5) PLACEMENT:**

- i. The selected candidates shall undergo one year training. The trainee officers may be posted at any of the MECL Projects/Offices/Establishments of the Company located anywhere in India.
- ii. The appointee will be on probation for a period of 01 (one) year in the first instance from the date of joining the post and this period may be extended or modified at the discretion of the Appointing Authority.
- iii. During the period of probation, an employee shall be liable to be discharged from the service of the Company without notice, or without assigning any reason, at the sole discretion of the Company.
- iv. The period of probation may be extended in individual cases by the Appointing Authority, on the merits of each case depending upon probationer’s performance, maximum by one year.

- v. On satisfactory completion of the period of probation, The Assessment Report shall be processed on completion of 01 year service, and thereafter, the position will be confirmed at the respective Grade, but shall not be regarded as having been automatically confirmed, unless an order to this effect is issued to him/her in writing.

**(6) SECURITY DEPOSIT AND BOND**

- i. On being appointed to the company, an Executive (or Executive Trainee) will have to serve a minimum of 36 months after joining, during which a deduction @ Rs. 5,000/- per month, as retention amount from the salary will be made. The amount will be subject for deduction of PF etc.,
- ii. Failure on part of the Executive/ Executive Trainee to serve the Company for a minimum period of 36 (thirty-six) months from date of joining, would result in forfeiture of the retention amount contributed until then. However, on completion of minimum period of service of 36 months, the said amount in total shall be refunded to employee without any interest thereon.
- iii. In addition to the above, an Executive/ Executive Trainee, upon appointment, has to execute a bond of Rs. 1.8 Lakhs to serve the Company for a minimum period of 36 months

**Clarification:**

- a) All the Executives (Executives or Executive Trainees) appointed are to be covered under a service bond of Rs. 1.8 Lakhs to serve the Company for a minimum period of 36 months. The deduction of Rs. 5,000/- per month from salary as security deposit is against the said bond amount.
- b) In the event of failure on part of Executive/ Executive Trainee to serve the company for a minimum period of 36 months, he/she will have to deposit the balance of the bond amount after adjusting the security deposit as deducted.
- c) In the event of death of an Executive/ Executive Trainee during bond period, the deducted security deposit shall be refunded (without any interest) to the nominee of the deceased.

**(7) MEDICAL FITNESS:**

Appointment of candidates on selection shall be subject to his/ her being declared medically fit by a Govt. Medical Officer/ CMO of Govt. Hospital, accompanied with Appointee's declaration (as per Company's Proforma) for the Company's service. The medical fitness evaluation is to include, but not be limited to, the assessment of the following parameters by the Government Medical Officer or the Chief Medical Officer (CMO) of Government Hospital. Candidates with valid PwD Certificate with benchmark disability are to be examined by the Competent Medical Authority keeping in mind their disability:

- General physical examination (height, weight, BMI)
- Vision and colour blindness testing
- Hearing ability
- Blood pressure and cardiovascular health
- Respiratory function
- Musculoskeletal condition
- Neurological health
- Mental health assessment
- Urinalysis and routine blood tests (e.g., CBC, blood sugar, etc.,)
- Screening for communicable diseases (e.g., tuberculosis, hepatitis)
- Any other test deemed necessary by the Competent Medical Authority.

**(8) GENERAL INFORMATION AND INSTRUCTIONS:**

- (i) Only Indian nationals are eligible to apply.
- (ii) The candidate should ensure that he/she fulfills the eligibility criteria and other norms as mentioned in this Advertisement.
- (iii) The essential educational qualifications should be from an Indian University/Institute recognized by AICTE/Government of India/UGC.

- (iv) **Candidature of a registered candidate is liable to be rejected at any Stage of recruitment process or after recruitment or joining, if any Information provided by the candidate is found false or is not found to be in conformity with eligibility criteria mentioned in this Advertisement.**
- (v) Candidates, if shortlisted for Document Verification, are required to bring their original valid UPSC Combined Geo-Scientist Examination 2024 Result/ Score card along with other relevant documents which are to be verified.
- (vi) MECL reserves the right to increase / decrease or not to fill up any of these vacancies or cancel/ restrict/ enlarge/ modify/ alter the recruitment process, if need so arise, without issuing any further notice or assigning any reason what so ever.
- (vii) **Application received other than online registration or received through any other mode will not be accepted and summarily rejected.**
- (viii) Shortlisting of the candidates will be done on the basis of information provided by the candidate on Online Recruitment Portal only. Candidate himself/herself will be held responsible in case of any false information provided, and in such cases of deviation, the candidature will be liable to be disqualified.
- (ix) No correspondence will be entertained from the candidates for selection/ document verification etc. Canvassing in any form will lead to disqualification.
- (x) Any legal proceedings in respect of any matter or claim or dispute out of this advertisement and/or an application in response thereto can be instituted in Nagpur (Maharashtra State) courts/tribunals/forum only and shall have sole and exclusive jurisdiction to try any such cause/dispute.
- (xi) Wherever CGPA/OGPA or grading system in a Degree/Diploma is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by the University/Institute. The candidate will have to produce copy of these norms in respect of his/her University/Institute at the time of document verification, if called for.
- (xii) No candidate who has more than one spouse living or who, having a spouse living, contracts another marriage which is void by reason of its taking place during the lifetime of such spouse, shall be eligible for appointment to any of the posts in the Company, except where this may be permitted under the Central Government rules for its employees.
- (xiii) Merely meeting the prescribed qualifications shall not entitle a candidate to be called for selection process. Where the number of applications received in response to the advertisement is large, the Company reserves its right to fix the criteria for calling the candidates on the basis of qualification etc., and keeping in view the number of vacancies. Decision of the MECL management as to the eligibility or otherwise of a candidate shall be final.
- (xiv) The candidate must ensure to provide information in Online Recruitment Portal accurately. Shortlisting of candidates will be done on this information only. Any deviation during document verification process will make the candidate liable to be rejected as candidate for the applied post.
- (xv) Payment of Application registration fee of Rs. 500/- for General/OBC/EWS candidates (Not applicable in case of SC/ST/PwD/Ex-Serviceman /Departmental candidates) is to be made by the Candidates through Online Payment/ Net-Banking in the following MECL Bank Account. A QR Code of the following Bank Account will also be hosted on the MECL Website under Careers Section under Advertisement Notices & Results – which candidate may scan for making requisite payment, as applicable. Other mode of payment will not be accepted. MECL will not be responsible in case candidate deposits the fee in wrong account.  
Bank Name: State Bank of India  
Bank Account Number: 34991261440  
IFSC Code: SBIN0000432  
Branch: Nagpur Main Branch
- (xvi) Fee once paid shall not be refunded under any circumstance nor can the fee be held in reserve for any other examination or selection.
- (xvii) Corrigendum/ Amendment in respect of above advertisement shall be available on our official website [www.mecl.co.in](http://www.mecl.co.in) at career column only. No further press advertisement will be given. Hence applicants are advised to visit MECL website regularly for above purpose.

- (xviii) Appointment of any person in the service of the Company or his continuance in service shall be subject to his character and antecedents being verified and found satisfactory, in the prescribed manner.
- (xix) Joining Time: Joining Time on first appointment will normally be allowed for a period up to 30 days from the receipt of acceptance of offer of employment from the Company. On reasonable grounds, and on a written request from the candidate, this period may be extended by the Appointing Authority for a maximum period of 3 months.
- (xx) Withdrawal and cancellation of offers of appointment: In case a selected candidate, to whom an offer of employment has been made for a post in the Company, fails to submit acceptance of offer of employment, or report to duty within stipulated time, the offer of employment issued to him will automatically stand withdrawn and cancelled unless otherwise approved by the Competent Authority.
- (xxi) Candidates working in Central Govt./State Govt./Public Sector Undertakings/ Autonomous bodies/nationalized banks etc. should apply through proper channel and fill Online application as well or furnish No Objection Certificate (NOC) at the time of the document verification, failing which their candidature will not be processed further.
- (xxii) For all the essential qualifications, the minimum qualifying marks shall be 60%. However, MECL reserves the right to increase the minimum qualifying marks.
- (xxiii) The Date of passing of Qualification of Degree/Diploma/ other qualifying exams etc., will be the date on the mark-sheet or provisional certificate issued by the University/ Institute. In case the result of a particular examination is posted on the website of the University/Institute indicating the date on which the result was posted on the website will be taken as the date of passing.
- (xxiv) The name of shortlisted candidates will be displayed only on our website under "CAREER" section (<https://www.mecl.co.in/Careers.aspx> or [meclrecruitment.co.in](https://www.meclrecruitment.co.in)).
- (xxv) Applications will be accepted only through the MECL Online Recruitment Portal. Any application received through any other mode will not be accepted and will be summarily rejected. The candidates are not required to send the printouts of their online applications. Please retain a print out of your finally submitted online application (complete with Payment Details, if not fee-exempted applicant) as a proof of submission of your application, whenever required.
- (xxvi) Candidates are advised not to attempt for registration more than once for the same post while filling Online Application at MECL Recruitment Portal. In case the candidates, who submit multiple Online Recruitment Applications for the same post, should note that only the Online Recruitment Application with higher 'Application Number' shall only be considered and other applications will be rejected; fee paid against one 'Application Number' shall not be adjusted against any other 'Application Number'.

**(9) ACTION AGAINST APPLICANTS FOUND GUILTY OF MISCONDUCT USE OF UNFAIR MEANS:**

Applicants are advised in their own interest that they should not furnish any particulars that are false, tampered with or fabricated and should not suppress any material information while submitting online application or at any stage of the Recruitment Process. At the time of Document Verification, if an applicant is (or has been) found guilty of using unfair means or impersonating or procuring impersonation by any person or misbehaving or resorting to any irregular or improper means in connection with his/her candidature or obtaining support for his/her candidature by any unfair means, such a candidate may, in addition to rendering himself/herself liable to criminal prosecution, be liable:

- (a) To be disqualified.
- (b) To be debarred either permanently or for a specified period from any recruitment conducted by MECL.
- (c) For termination of service, if he/she has already joined MECL.

**(10) HOW TO APPLY:**

The candidates are required to apply through MECL Online Recruitment Portal Only. The relevant link will be made available for 14 days from 04.11.2025 to 18.11.2025, under the head of “CAREER” of MECL website: [www.mecl.co.in](http://www.mecl.co.in). Applications received through any other mode will not be accepted.

Before filling application online, candidate should keep ready scanned copy of passport size photograph and signature in JPG/JPEG/GIF format. Candidates are required to register on the Online Recruitment Portal by filling all mandatory details. After successful completion of registration, candidates can login into Online Recruitment Portal. Interested candidates should click on “**Apply for a Post**” for filling the online form with all relevant details. Candidates should ensure that all the relevant details entered in the MECL online application should be correct. Candidates belonging to SC/ST/OBC(NCL)/EWS category should be careful while filling up category option in the online application as this will not be allowed to be changed at later date/stage of recruitment process.

Before registering their applications on the MECL’s website, the candidates should possess the following:

- i) Valid e-mail ID and mobile number, which should remain **valid for at least one year** as any important intimation to the candidate shall be provided by MECL through E-mail. Therefore, candidates are advised not to change their email-id and mobile number at least for one year.
- ii) They are further advised to check their E-mail regularly for any communication from MECL in this regard.
- iii) Personal details, educational qualification, valid UPSC CGSE 2024 score card and category/ community details.
- iv) Details of application fees paid, if applicable.
- v) MECL shall not be responsible for any application made/wrong information provided by an unauthorized person & institution. Applicant is advised not to share/mention their application details with/to anyone.
- vi) Applicants are advised in their own interest to apply online recruitment portal much before the closing date and not to wait till the last date to avoid the possibility of disconnection/ inability/ failure to log on to the Company’s website on account of heavy load on internet website traffic. **MECL takes no responsibility for applicants not being able to submit their applications online within the last date on account of aforesaid reasons or for any other beyond the control of the MECL.**
- vii) Any information submitted by an applicant in his/her application shall be binding on the applicant personally and he/she shall be liable for prosecution / civil consequences in case the information/ details furnished by him/her are found to be false at a later stage.
- viii) During submission/ filling of online application, any problem due to technical or power cut, applicant can retrieve his earlier online application by re-login into Online Recruitment Portal of MECL.
- ix) After successful submission for a certain post in Online Recruitment Portal, applicants are advised to take a printout of the system generated application form and keep ready with them for future reference.
- x) Applicant can retrieve his password through filling date of birth and mobile number mentioned initially, in case of any technical problems encountered while submitting/ filling their application.
- xi) For any technical query pertaining to MECL Recruitment Portal, candidate may write e-mail to [hod-itc@mecl.co.in](mailto:hod-itc@mecl.co.in), clearly indicating the issues faced, if any, with screenshots.
- xii) The following documents, clearly scanned and self-attested need to be uploaded with the application form on the MECL Recruitment Portal before submitting application :

| S.No. | Document Name                                                                                                                        | Format   | File size limit | Remarks                                          |
|-------|--------------------------------------------------------------------------------------------------------------------------------------|----------|-----------------|--------------------------------------------------|
| 1     | Recent Passport Size Colour Photograph                                                                                               | JPG/JPEG | 50 KB           | Dimensions: Height 170-pixel and Width 132 pixel |
| 2     | Scanned Signature in blue/black against white background                                                                             | JPG/JPEG | 20 KB           | Dimensions: Height 75 pixel and Width 170 pixel  |
| 3     | Valid Caste/Community Certificate i.e. (SC/ST/OBC-NCL)/EWS) in Central Government format                                             | PDF      | 300 KB          |                                                  |
| 4     | Valid PwBD Certificate (wherever applicable)                                                                                         | PDF      | 300 KB          |                                                  |
| 5     | Valid Ex-SM Certificate/ documents clearly indicating tenure of service in Armed Forces issued by Competent Issuing Authority        | PDF      | 300 KB          |                                                  |
| 6     | Scorecard/ equivalent of UPSC CGSE 2024 with relevant Roll Number & stream clearly visible (Marks out of 1200 to be clearly visible) | PDF      | 300 KB          |                                                  |
| 7     | ID Proof (Aadhaar Card (mandatory) + PAN, Driving License, etc.)                                                                     | PDF      | 300 KB          |                                                  |
| 8     | Proof of Payment of application fees (if applicable)                                                                                 | PDF      | 300 KB          |                                                  |

**(11) IMPORTANT**

- Correspondence with candidates through E-mail will be made on the E-mail address provided by the candidate in the Online Application only. The responsibility of receiving, downloading and printing of call letter for document verification/ admit card/any other communication/ information shall lie with the candidate. MECL will not be responsible for any loss of e-mail sent, due to invalid/wrong e-mail ID provided by the candidate or any delay/non-receipt of communication/ information if the candidate fails to access his/her e-mail/ MECL website([www.mecl.co.in](http://www.mecl.co.in)) in time.
- Recruitment process in MECL is purely based on merit. Candidates are advised NOT to get trapped by fraudulent messages/ persons, who claim to facilitate selection in MECL in lieu of monetary benefits/bribe.
- The above vacancies are provisional. MECL reserves the right to increase/ decrease or not to fill up any/ all of these vacancies OR cancel/ restrict/enlarge/modify/alter/ withdraw the Recruitment process of any/ all of these vacancies at any stage of this advertisement, without issuing any further notice or assigning any reason thereof whatsoever.

**IMPORTANT DATES**

|   |                                                                                                 |            |
|---|-------------------------------------------------------------------------------------------------|------------|
| 1 | Date of Reckoning for Eligibility criteria                                                      | 31-10-2025 |
| 2 | Commencement of Online Registration for submitting applications through MECL Recruitment Portal | 04-11-2025 |
| 3 | Closing date for submitting applications through MECL Recruitment Portal                        | 18-11-2025 |

**Advt. No. 04/Rectt./2025**

**GENERAL MANAGER (HR)**

**Date: 03.11.2025**