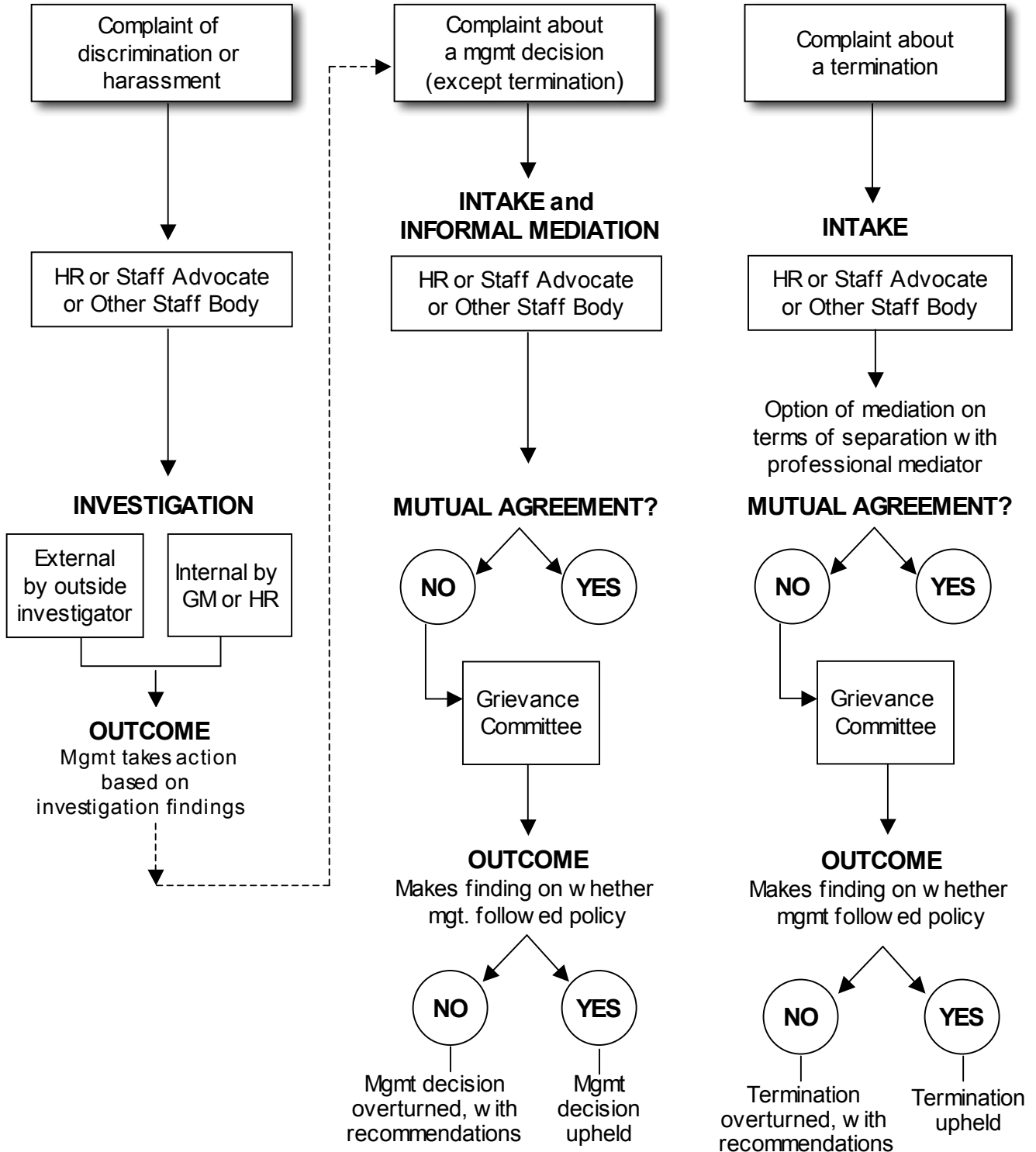
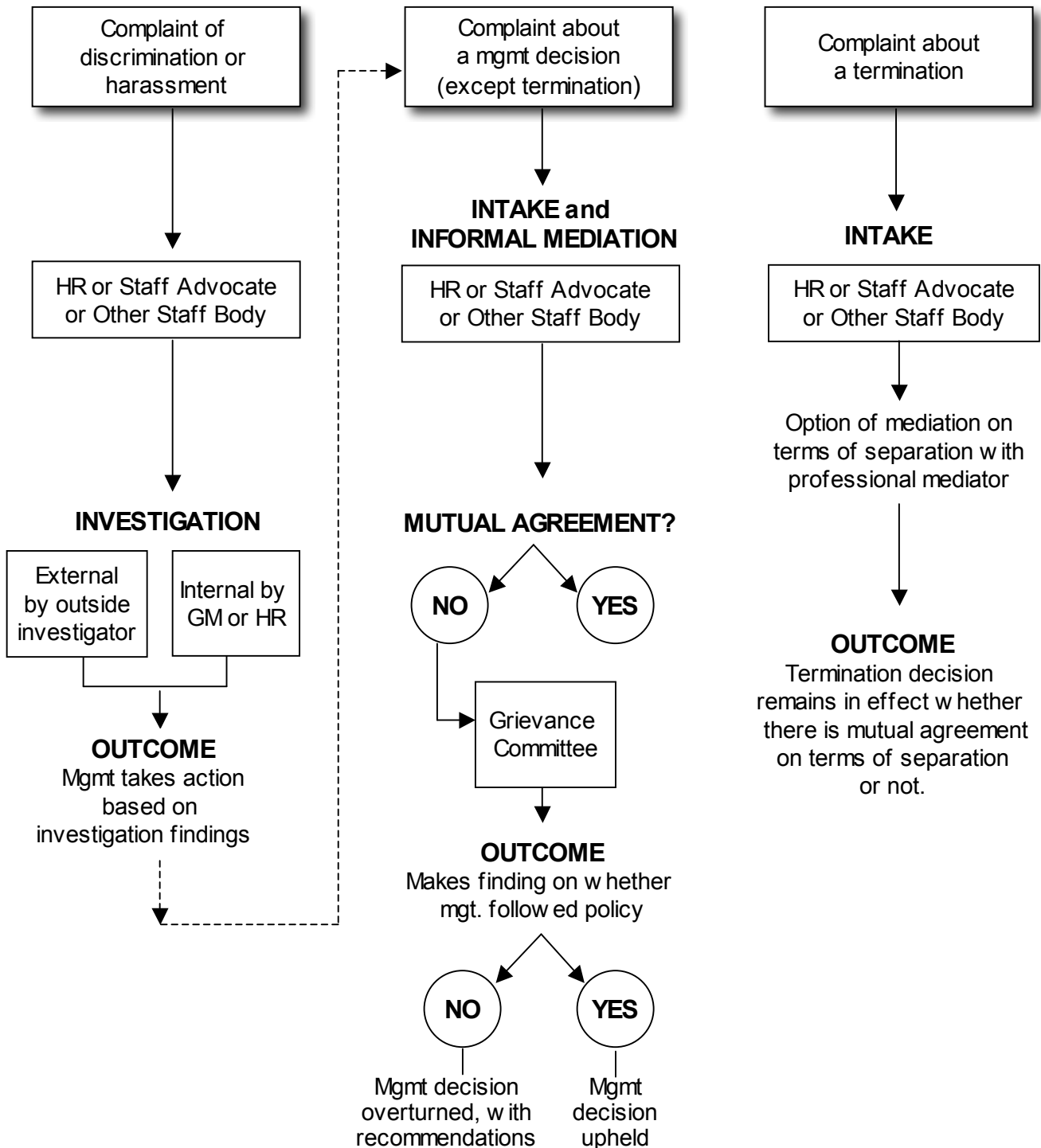


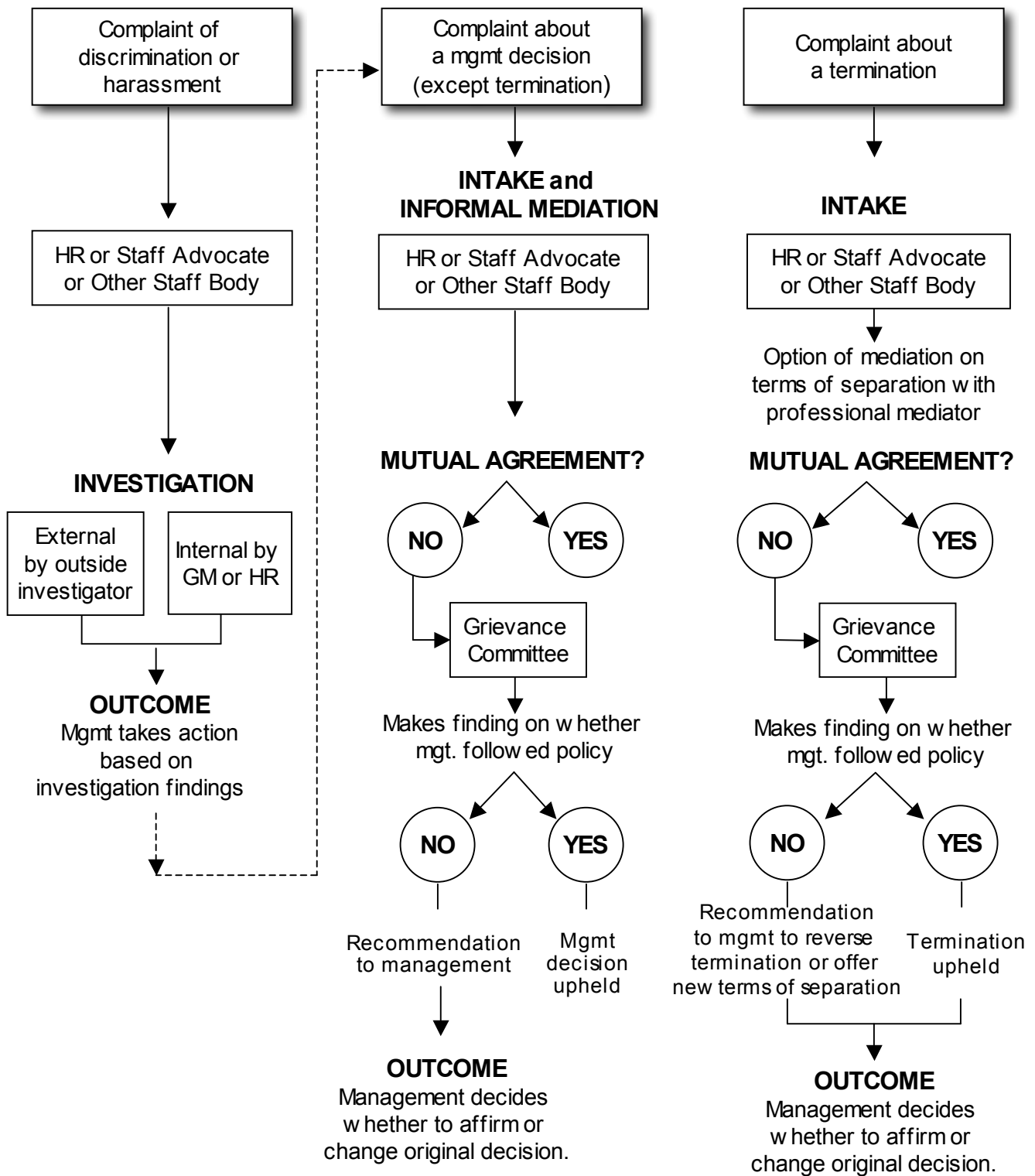
Grievance Flowchart



Grievance Flowchart



Grievance Flowchart



Grievance Flowchart

