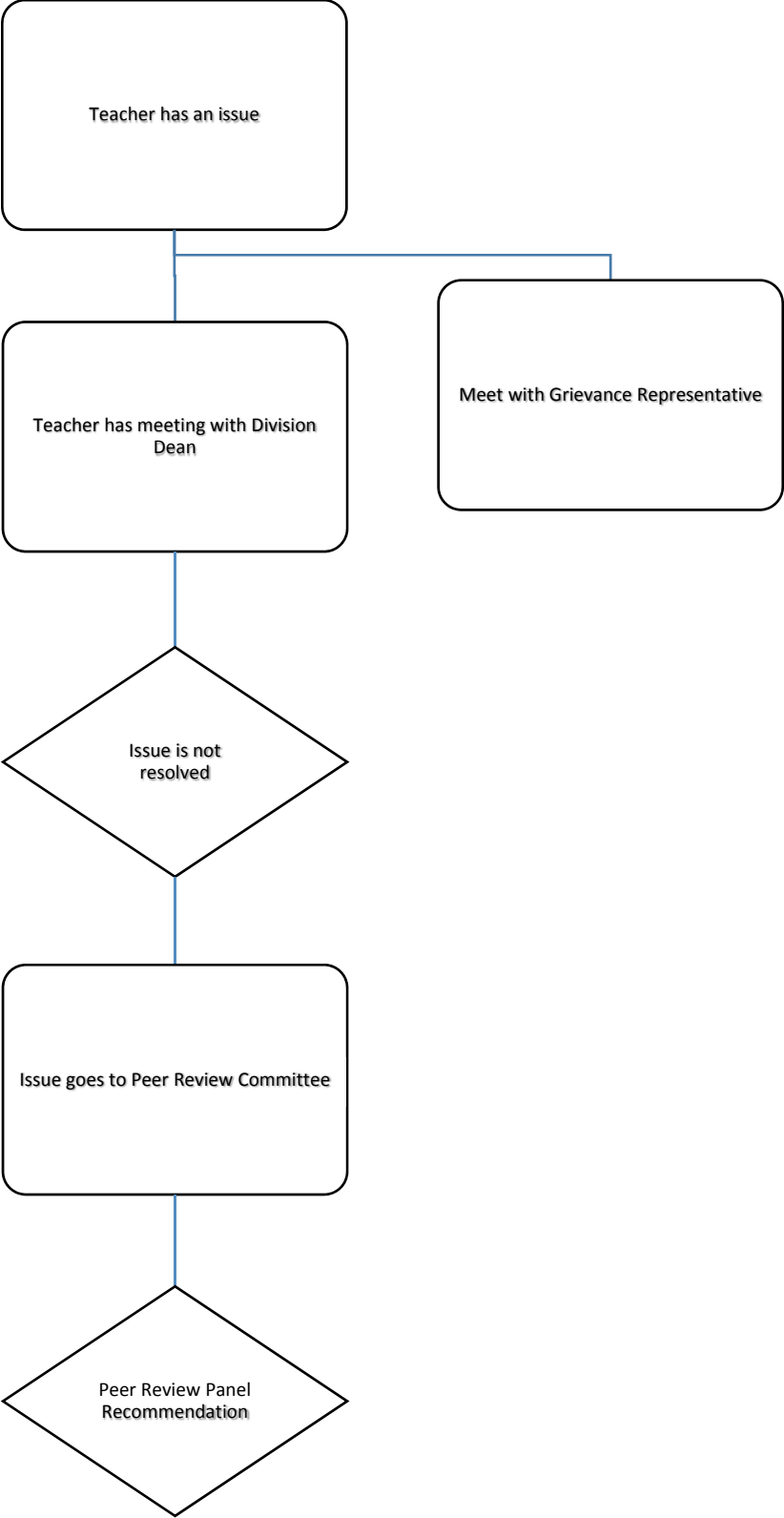


Informal Grievance Process



Formal Grievance Process

