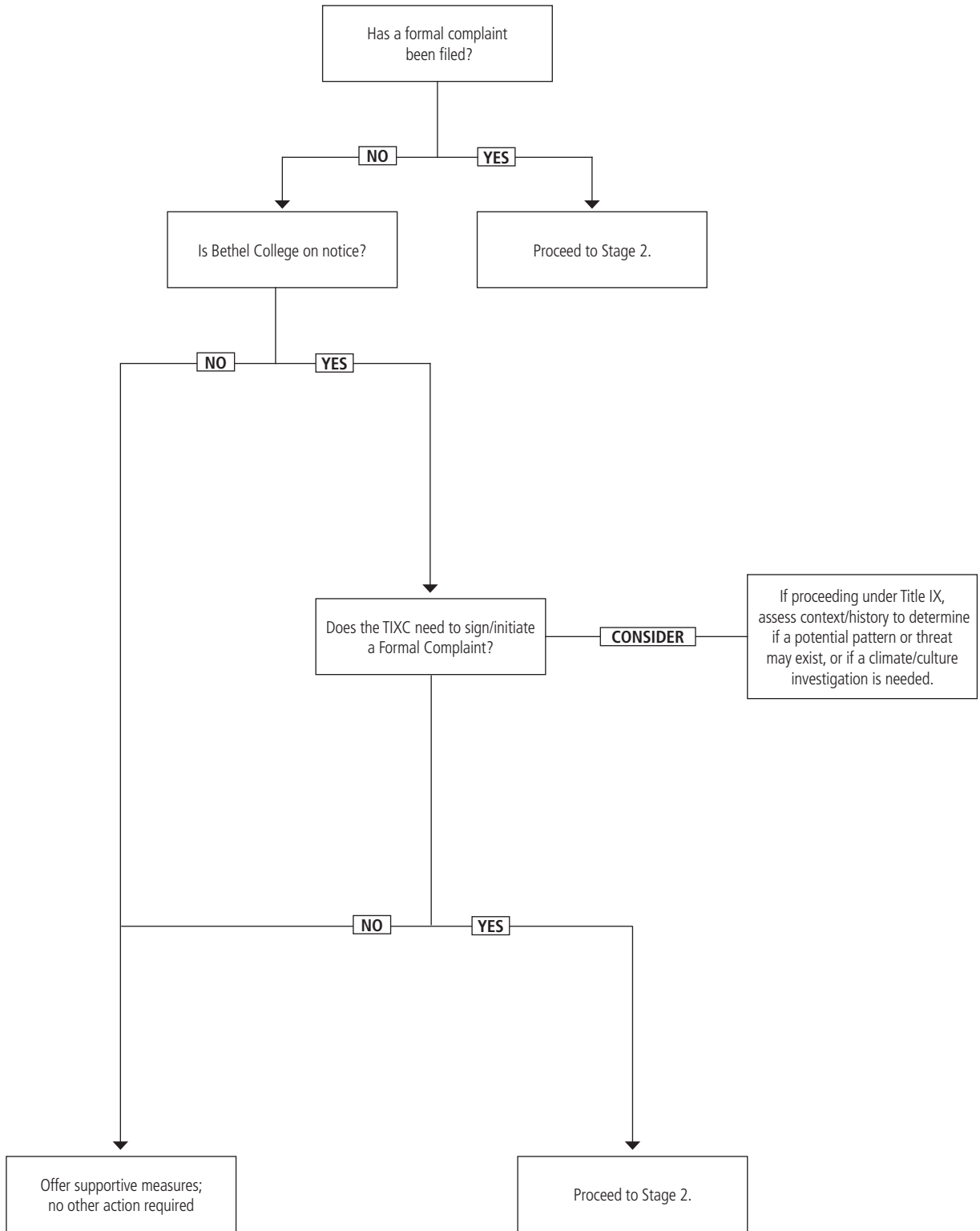


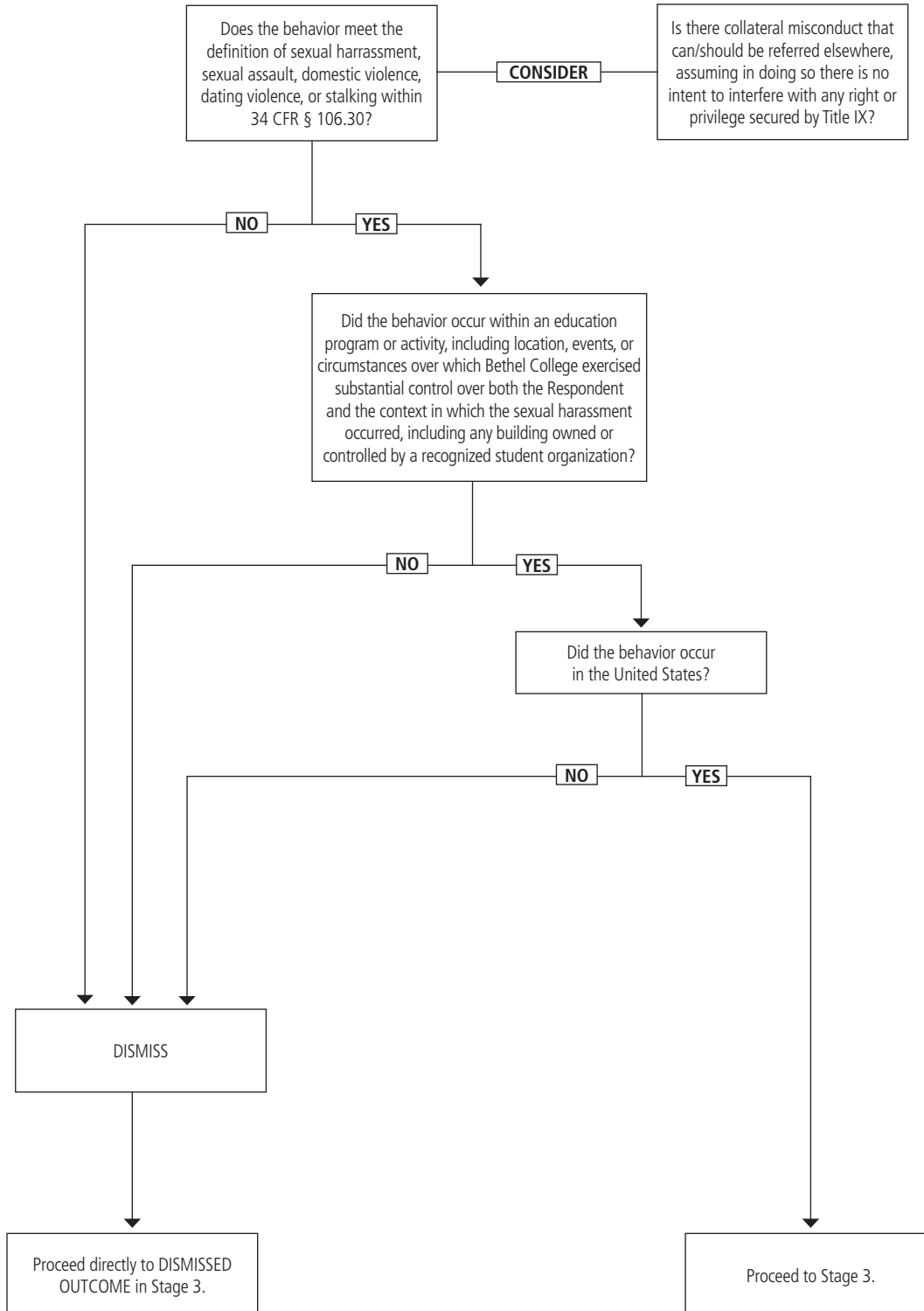
Mandatory/Discretionary Dismissal Assessment Process

STAGE 1



Mandatory/Discretionary Dismissal Assessment Process

STAGE 2



Mandatory/Discretionary Dismissal Assessment Process

STAGE 3

