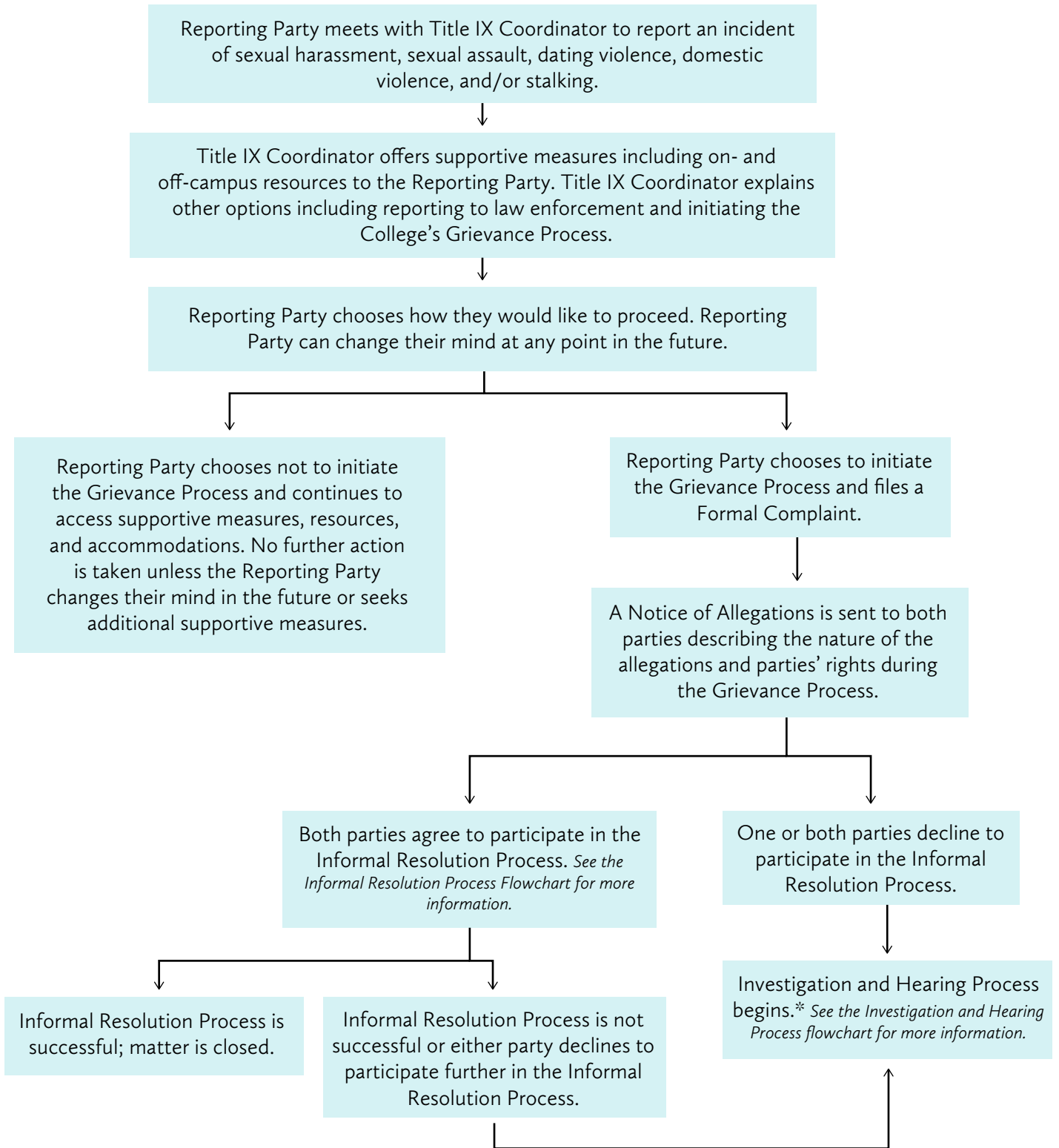


## REPORTING PROCESS



*\*Reporting Party can withdraw their Formal Complaint at any time, thus halting the Grievance Process.*