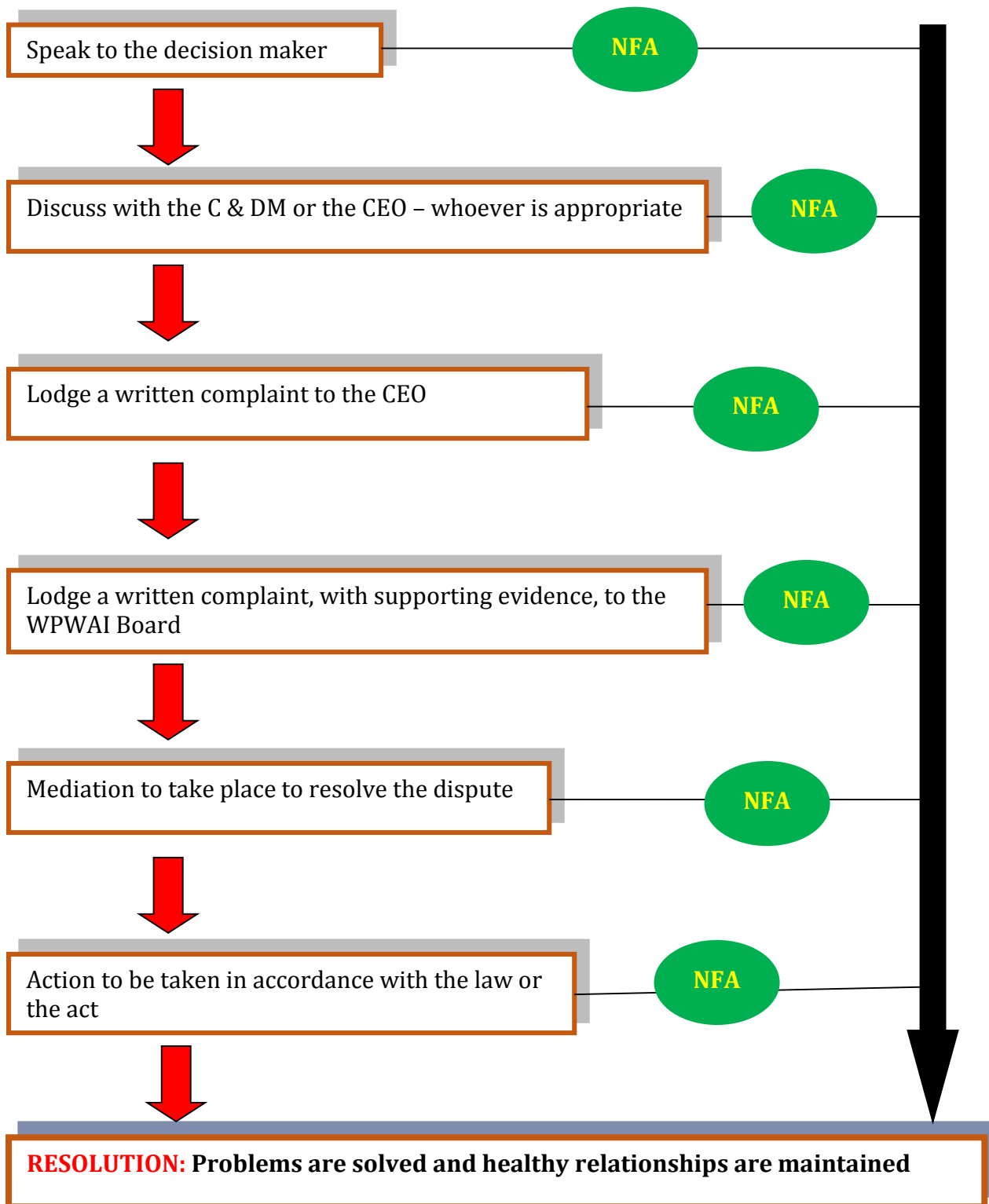


STAGES TO BE FOLLOWED WHEN A GREIVANCE CONCERN IS RAISED



** No Further Action

NFA