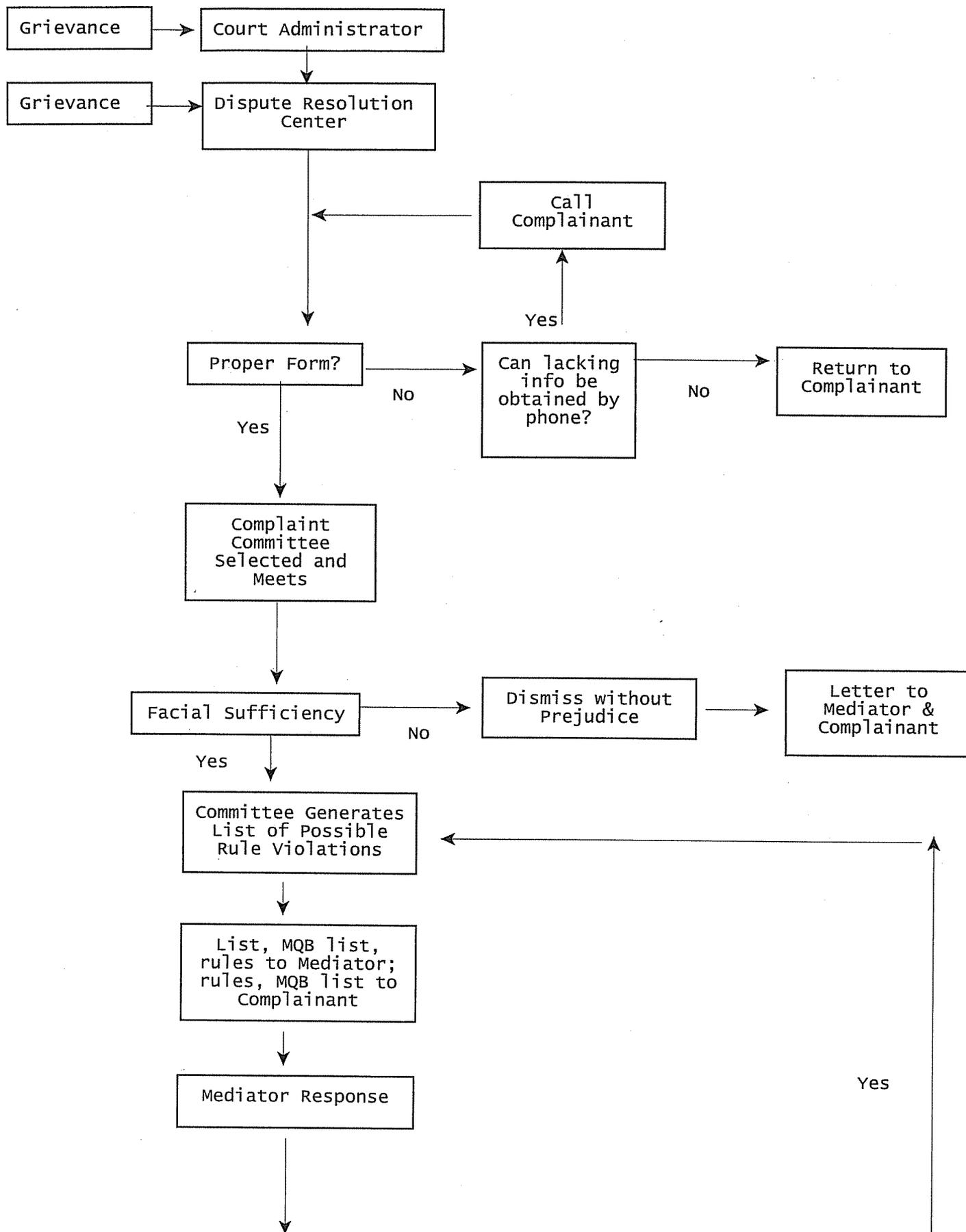
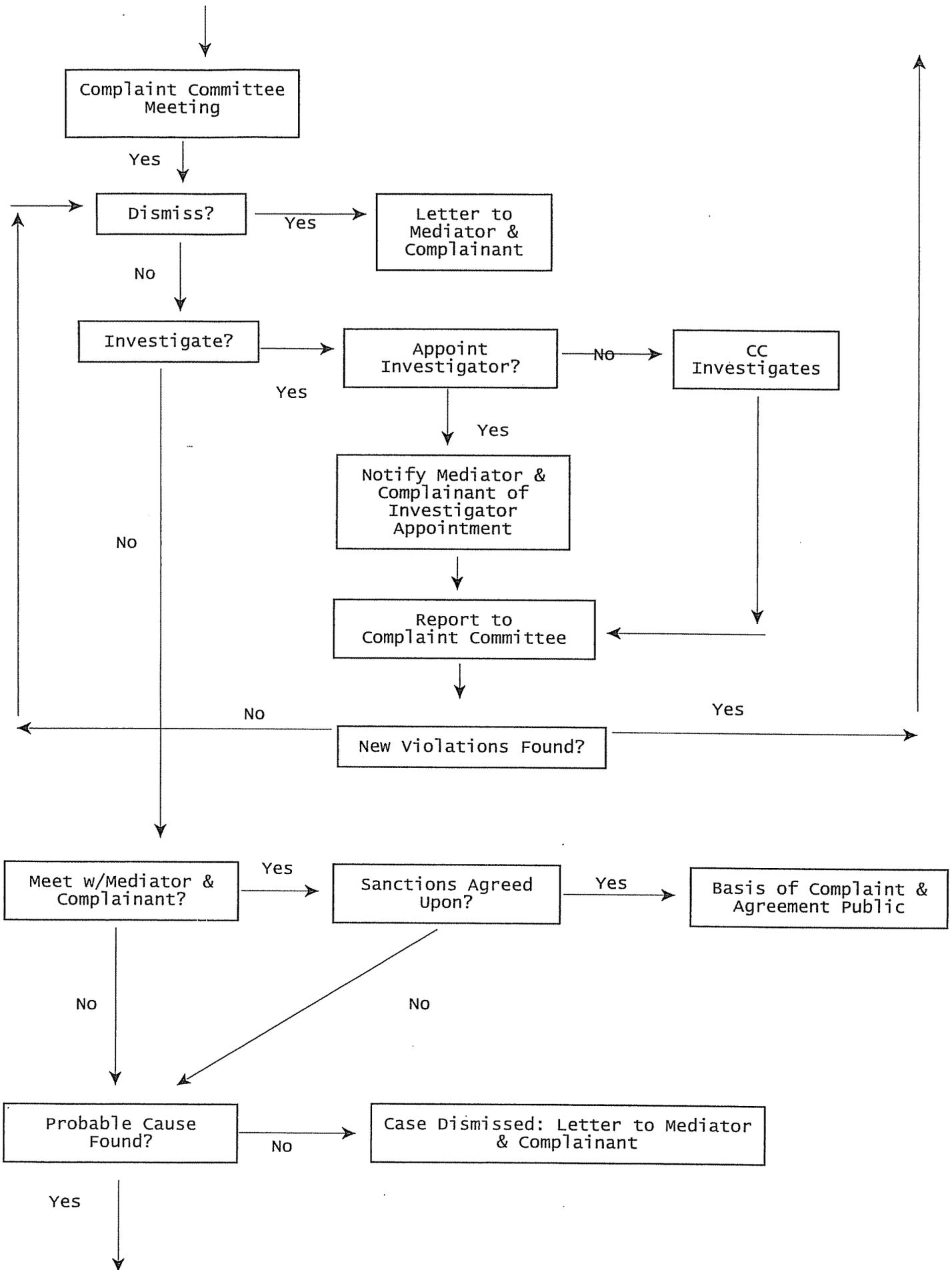


The Grievance Process





(Probable Cause)

