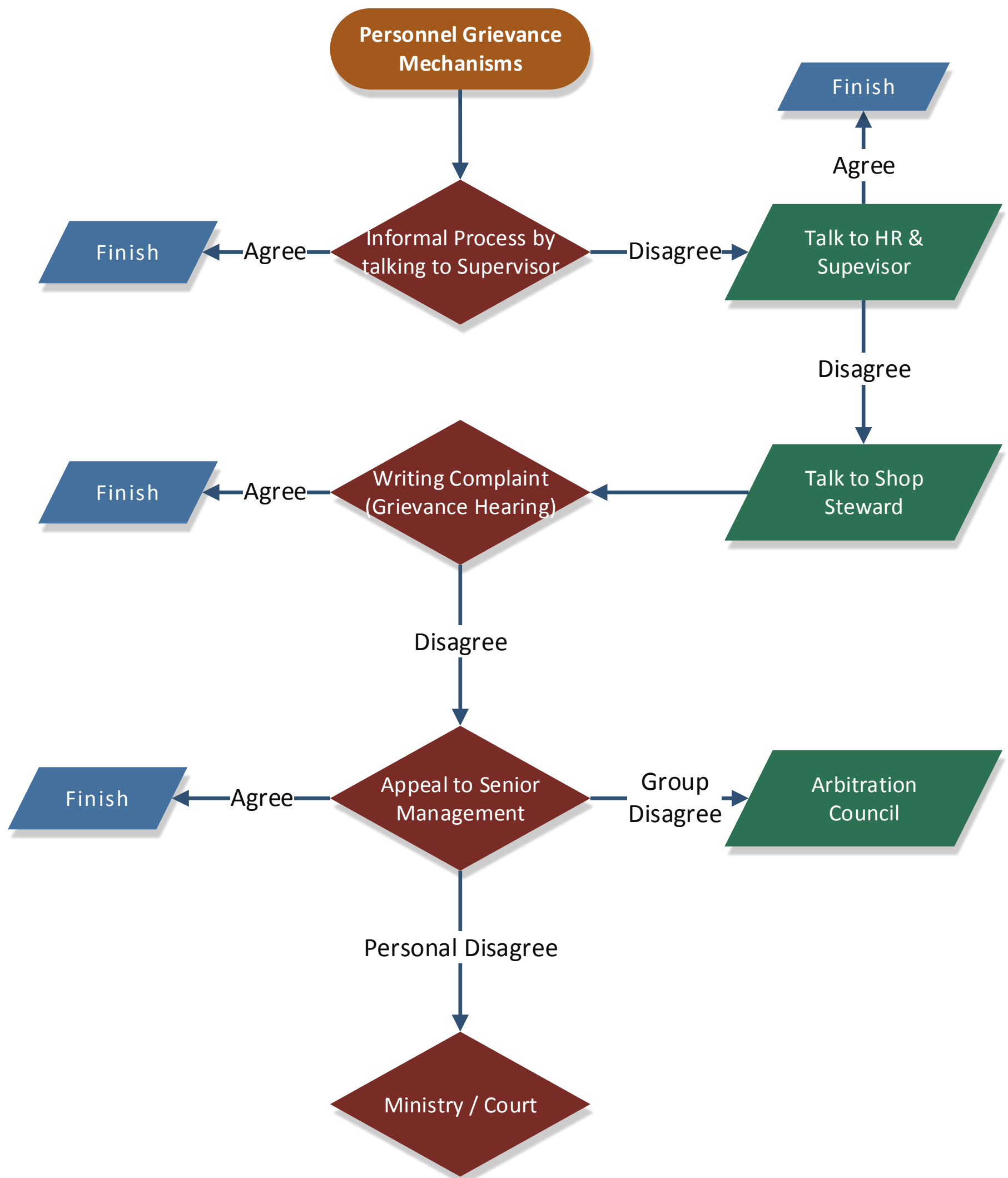


Personnel Grievance Mechanisms



Business Grievance Mechanisms

