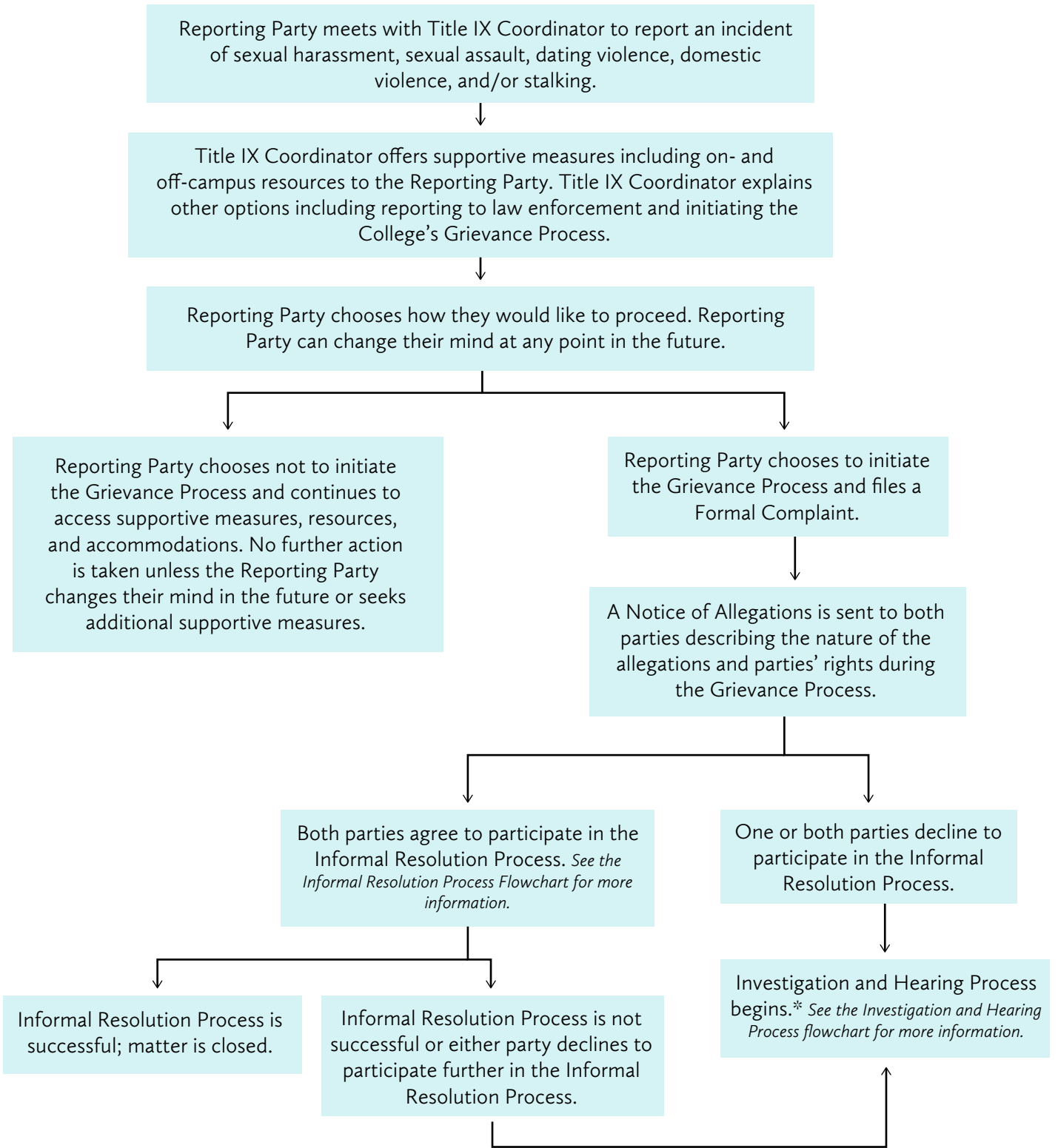


REPORTING PROCESS



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