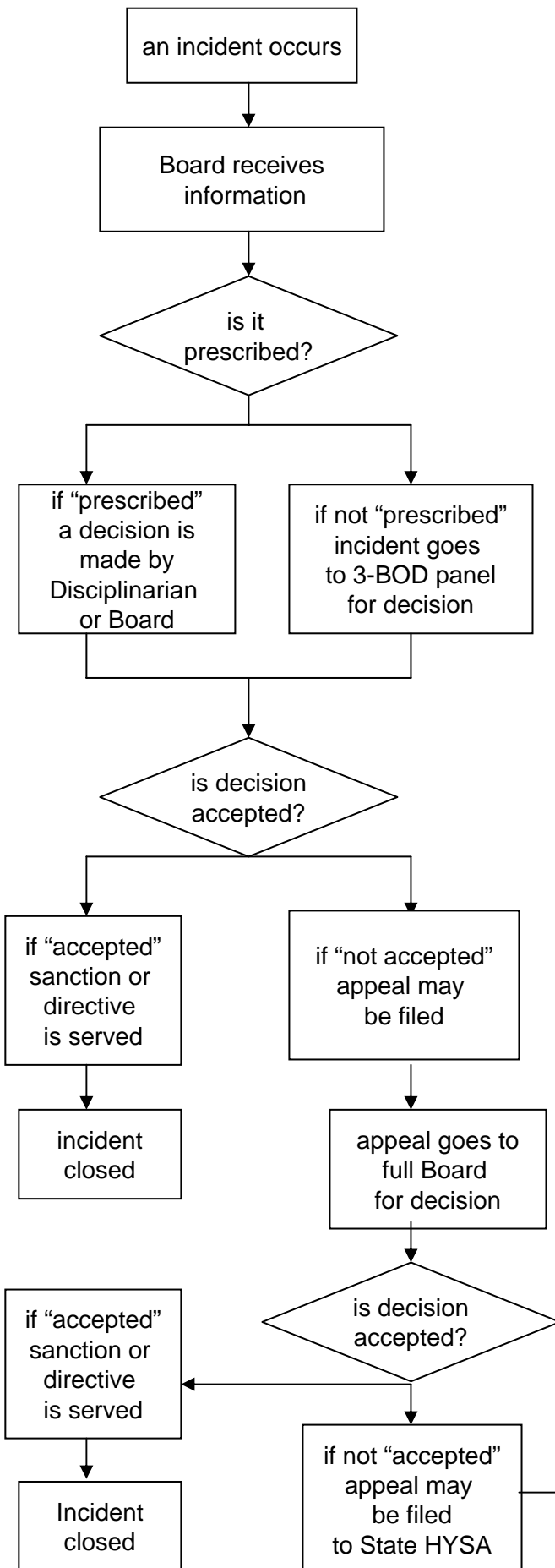


Steps in the Discipline, Protest and Appeals Process

Option 1: "not close to BOD meeting"



Option 2: "close to BOD meeting"

