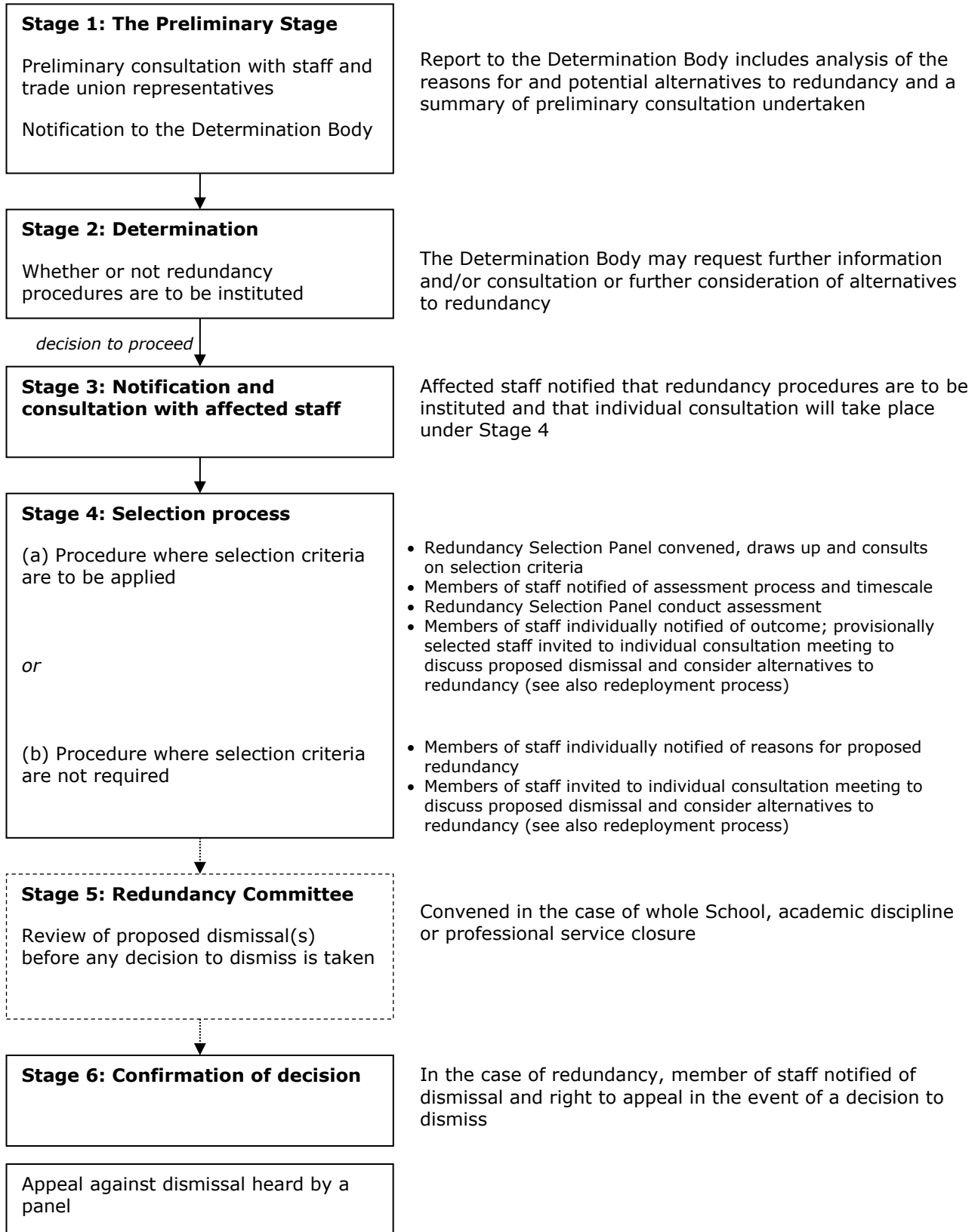


PROCEDURE FLOWCHART

REDUNDANCY FOR STAFF LEVEL 1-3



Note: This diagram represents an overview of the procedure. Please refer to the Procedure itself for the full procedure and to Human Resources or the HR website for further guidance.