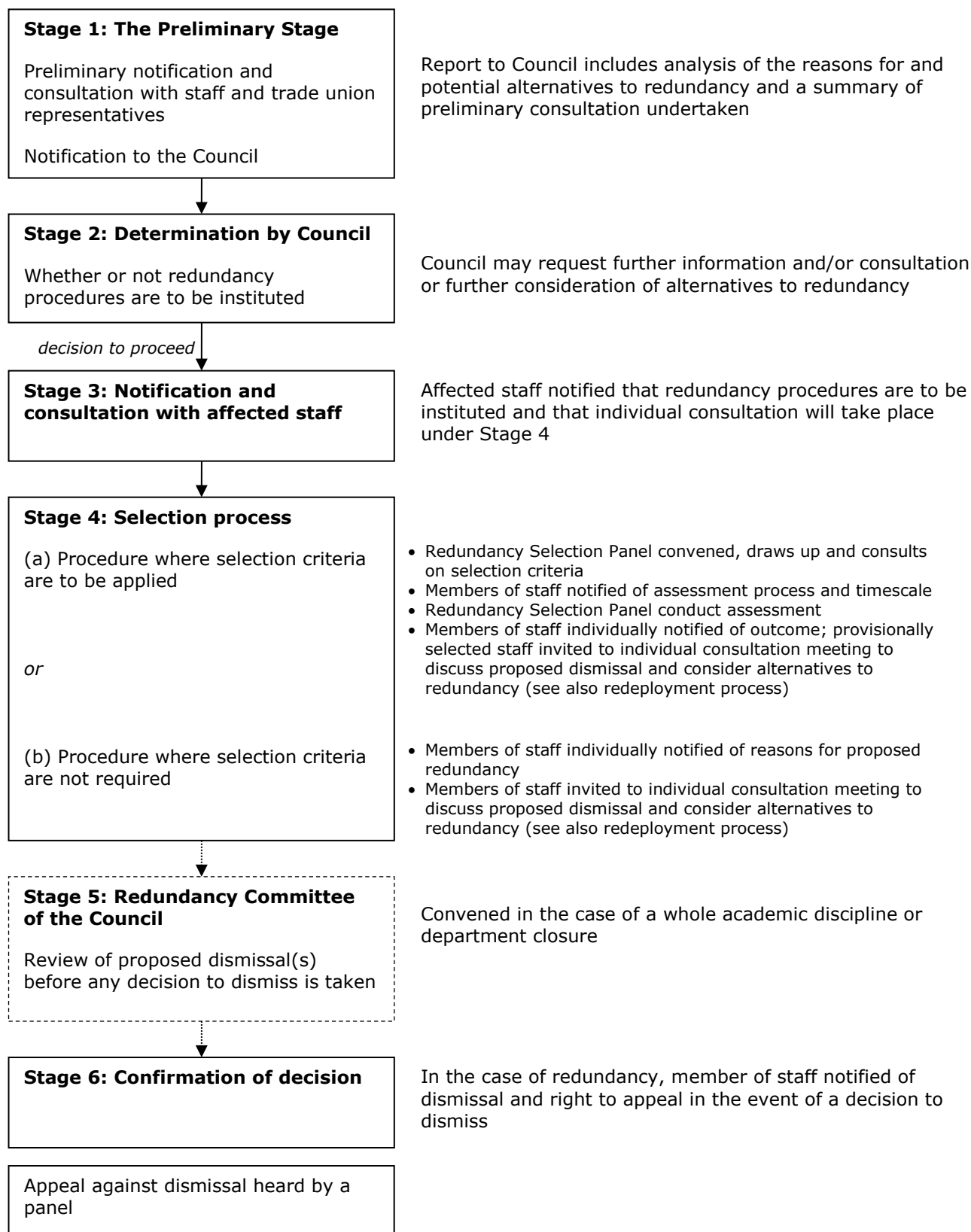


PROCEDURE FLOWCHART

REDUNDANCY FOR ACADEMICS & STAFF LEVEL 4+ (ORDINANCE 3.4)



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