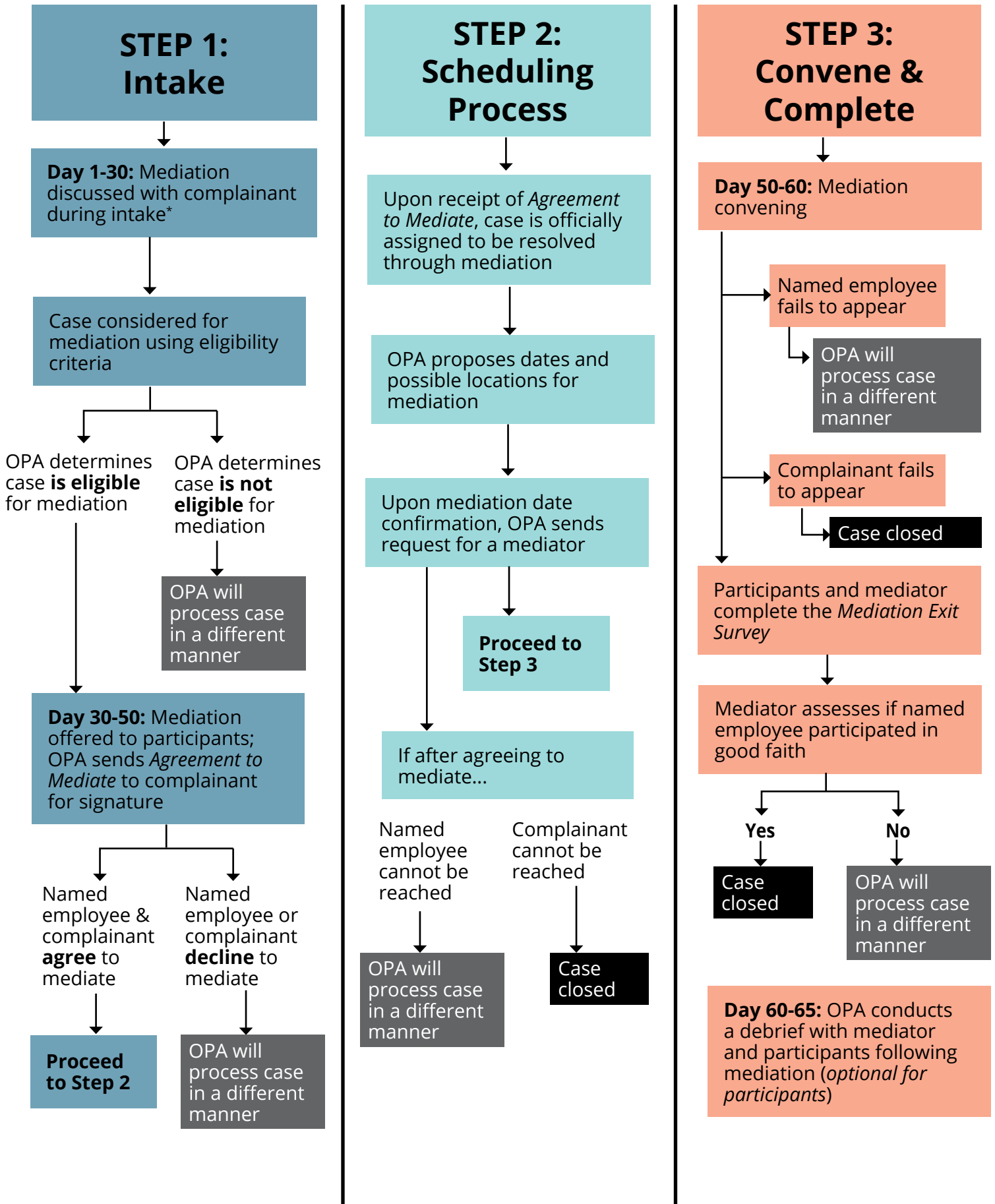


OPA Mediation Process Flow Chart



*Discussed for allegations of misconduct deemed appropriate for possible mediation