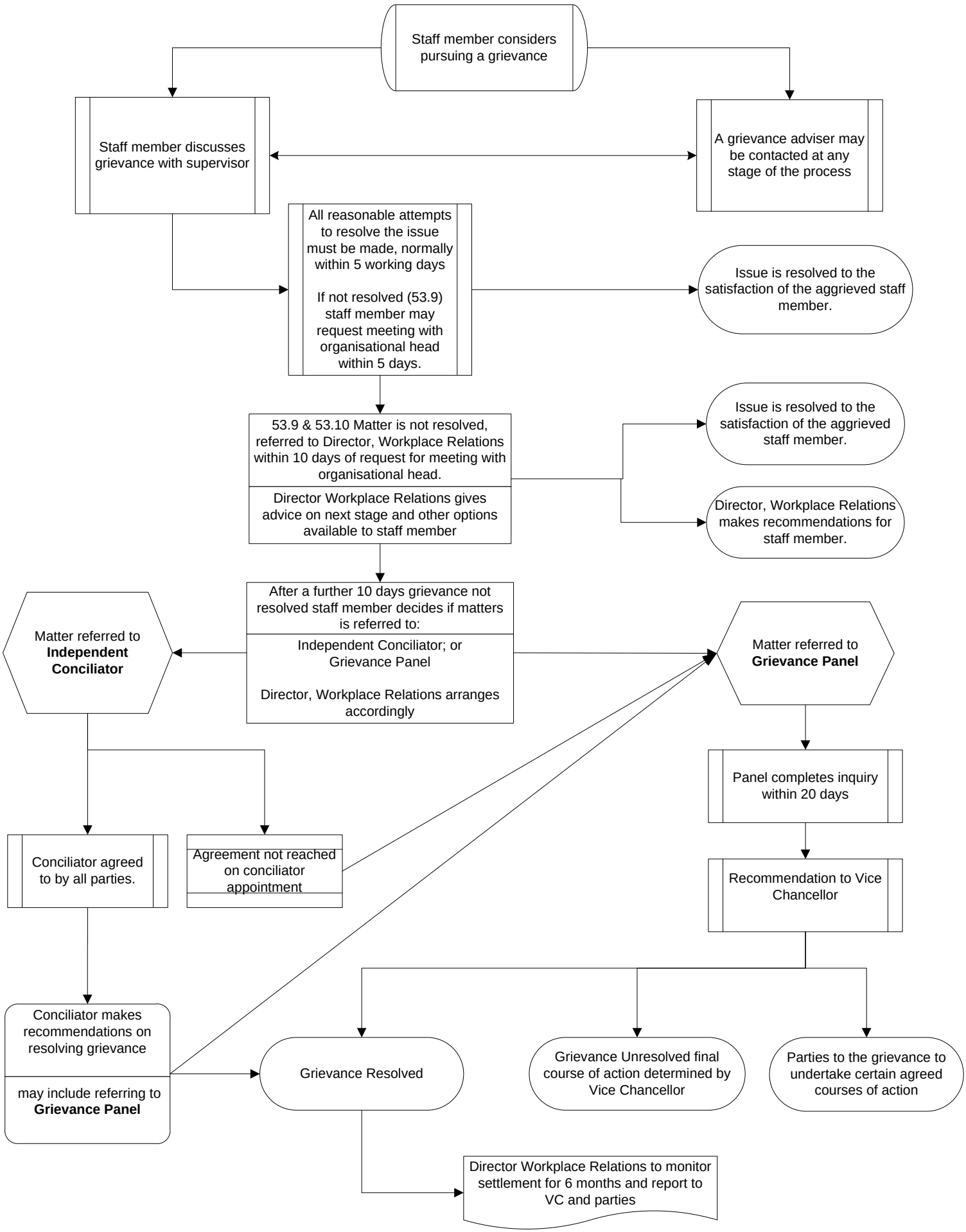Employment Related Grievance Process