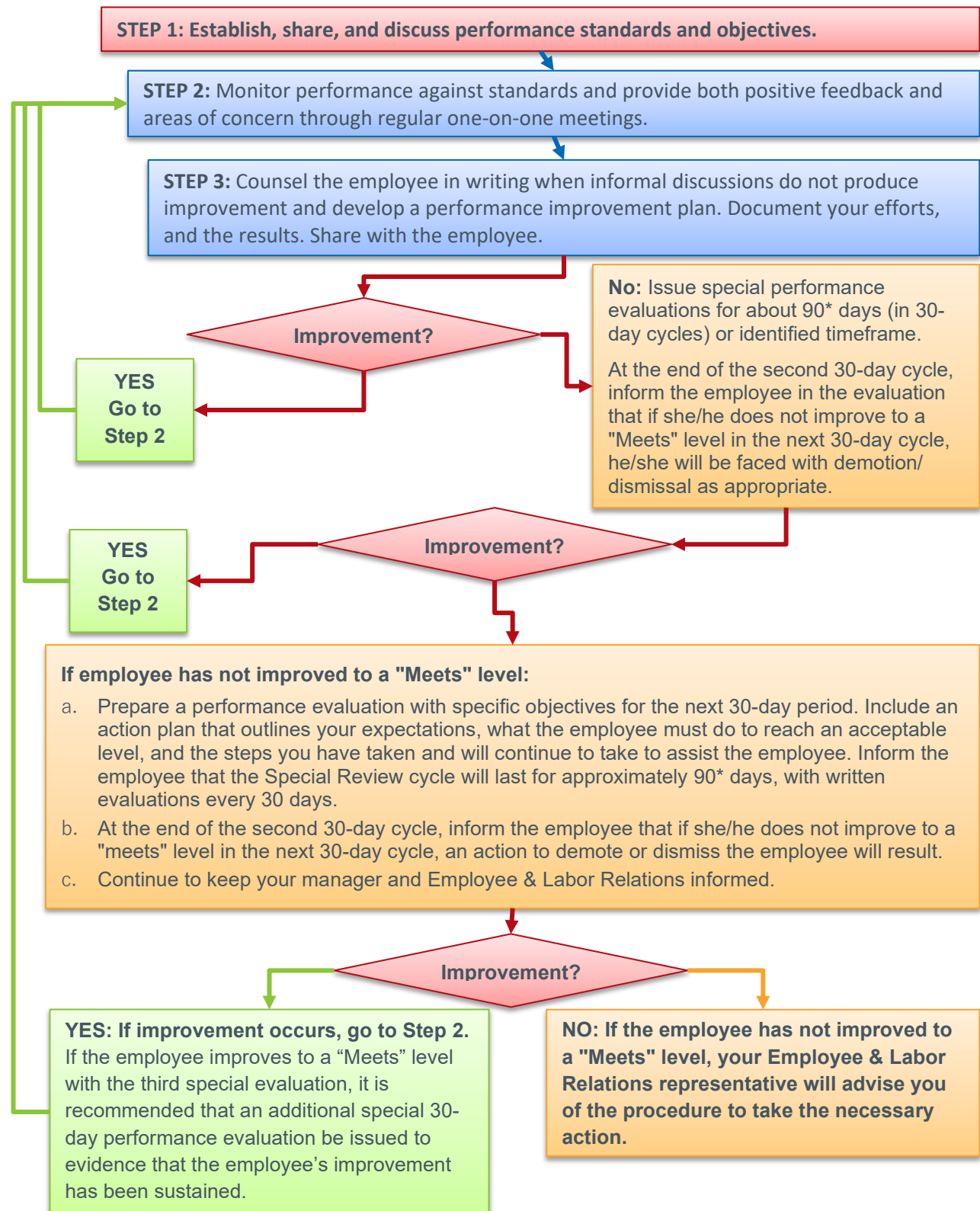


Flowchart for Performance Evaluations

(Not for Probationary Employees)



* Based on an arbitration case it should be made clear to the employee that special reviews may be terminated at any time that performance declines and disciplinary action can occur at that time.