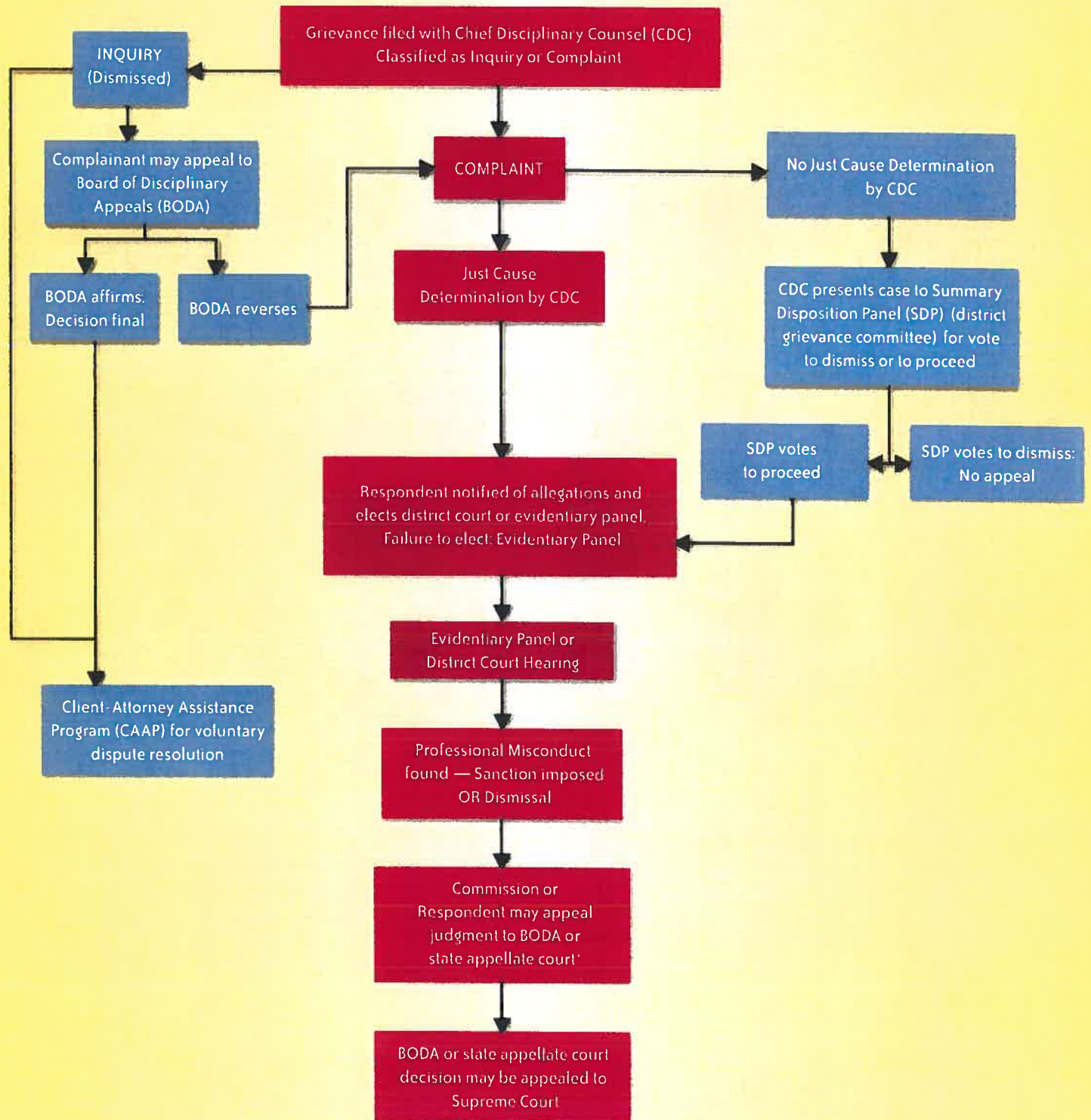


— PROCESSING A GRIEVANCE —



*Evidentiary judgments are appealed to BODA

District Court judgments are appealed to state appellate court