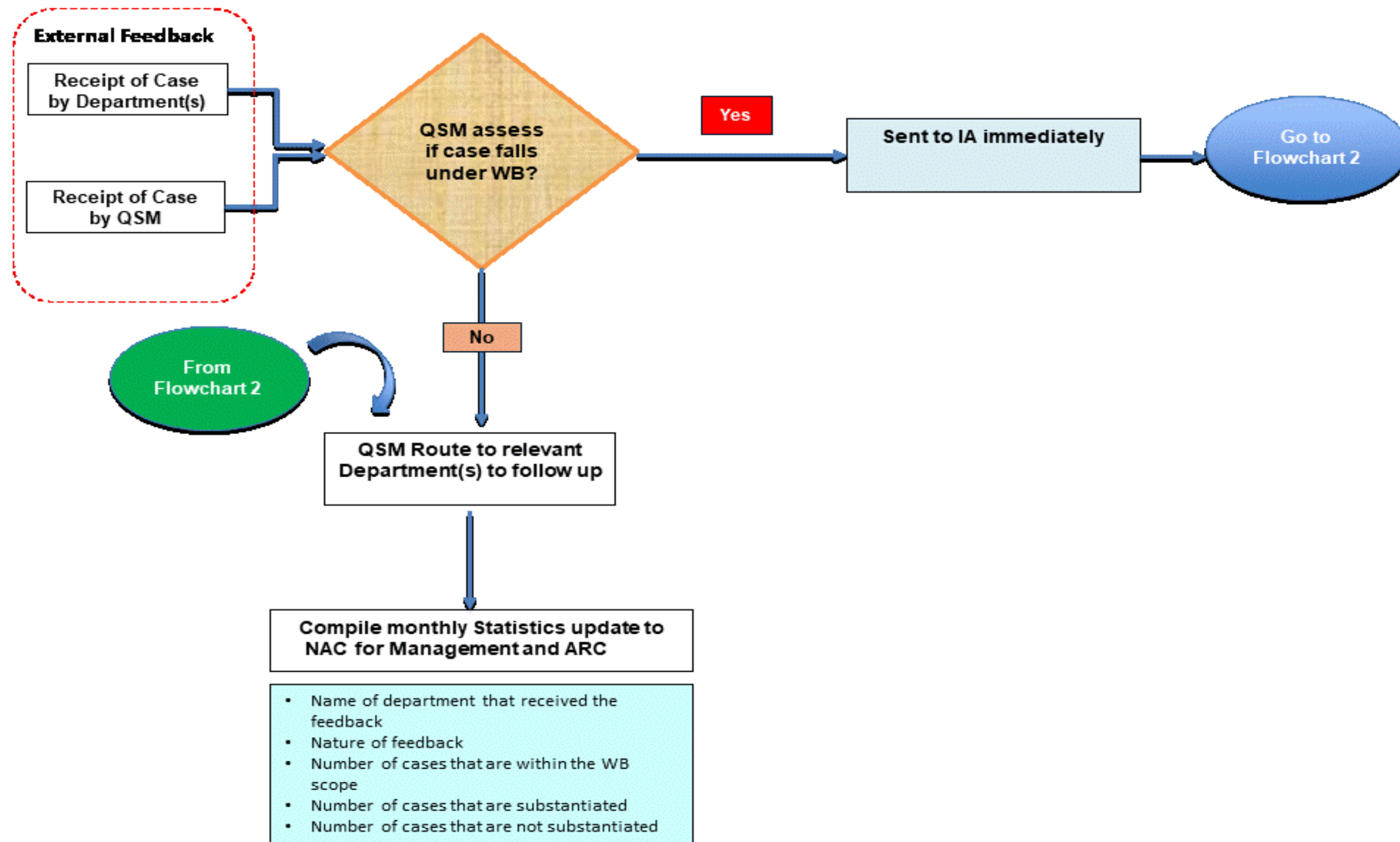


Whistleblowing Flow Chart 1

Whistleblowing Flow Chart 2