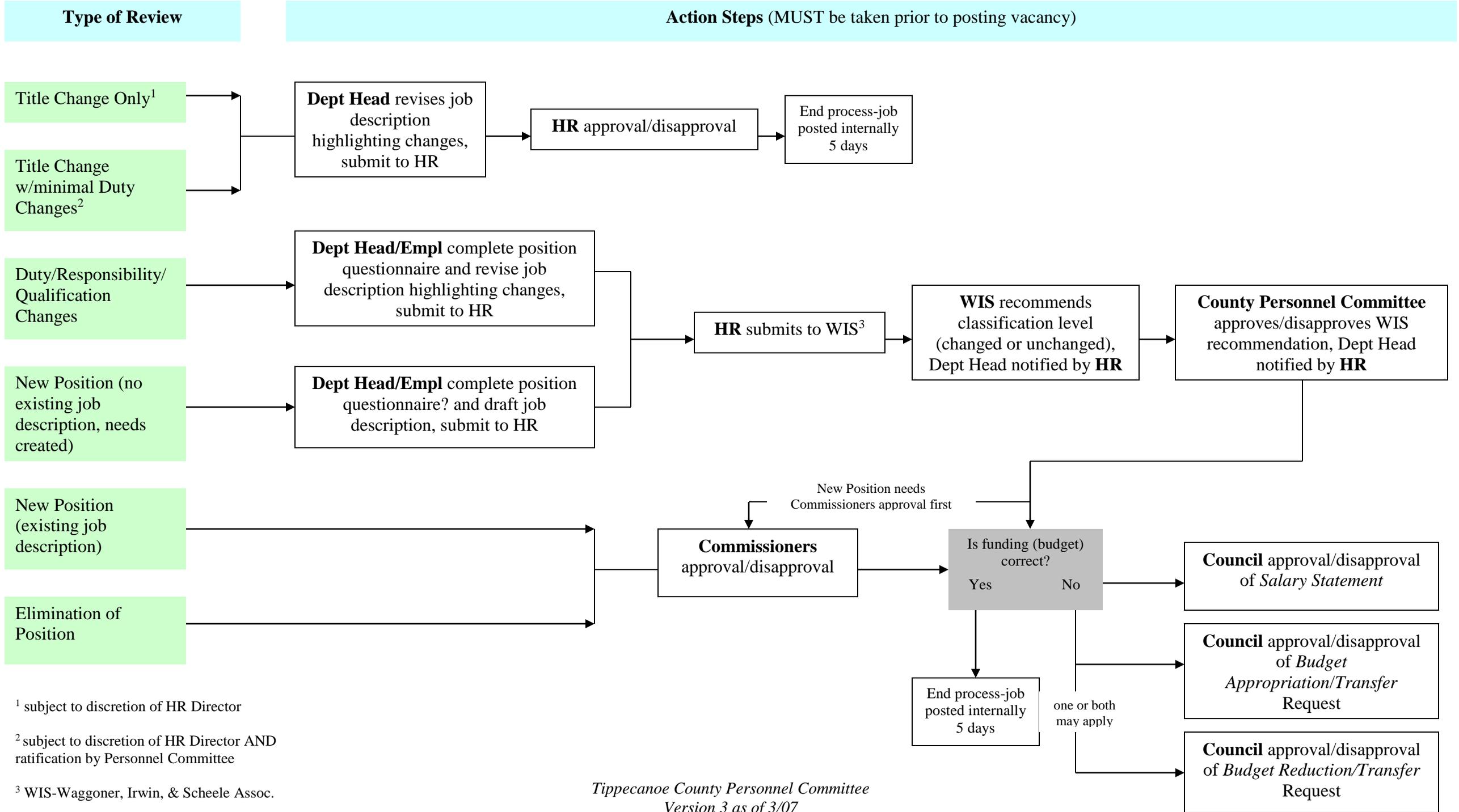


Position Review/Reclassification Process



¹ subject to discretion of HR Director
² subject to discretion of HR Director AND ratification by Personnel Committee
³ WIS-Waggoner, Irwin, & Scheele Assoc.