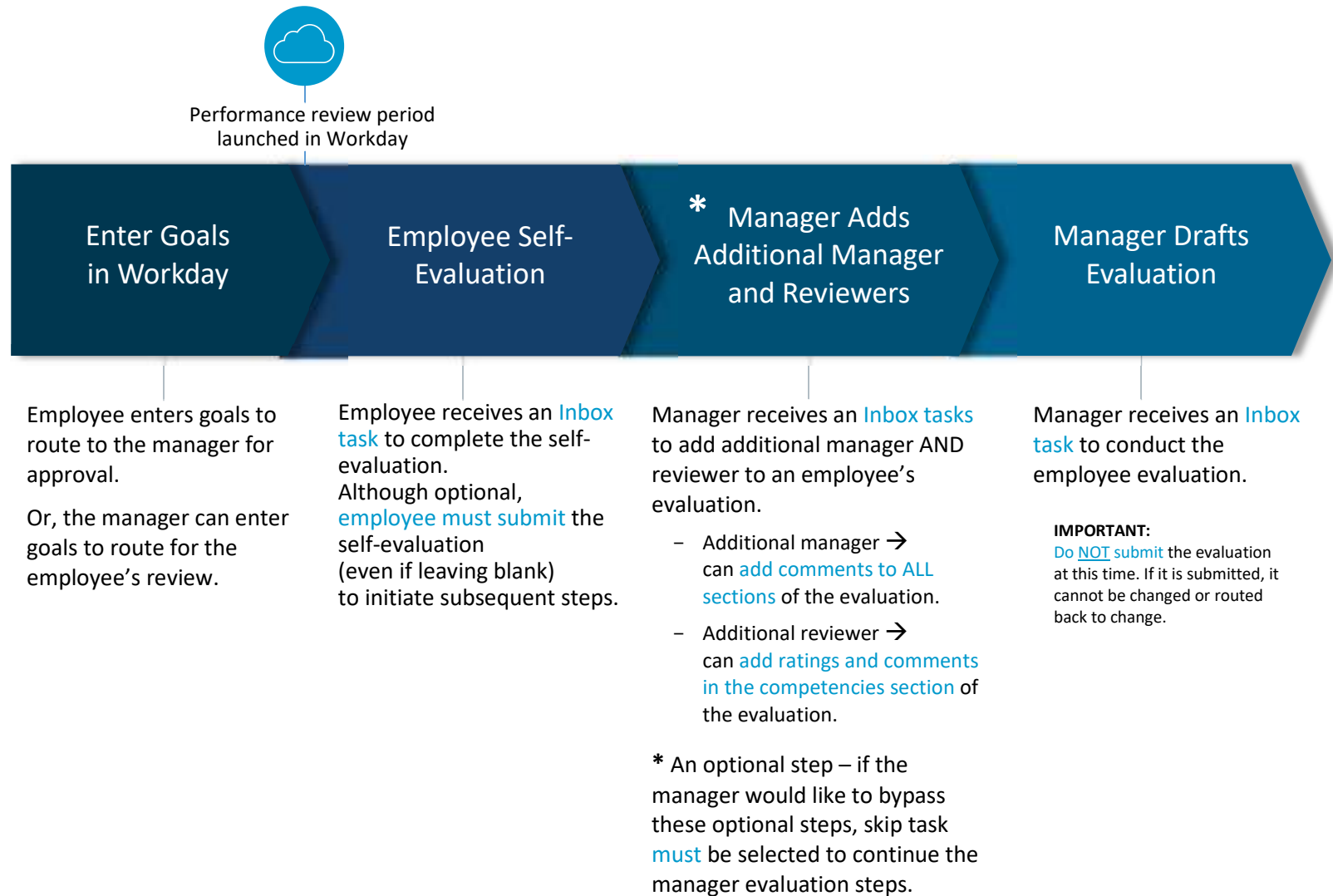




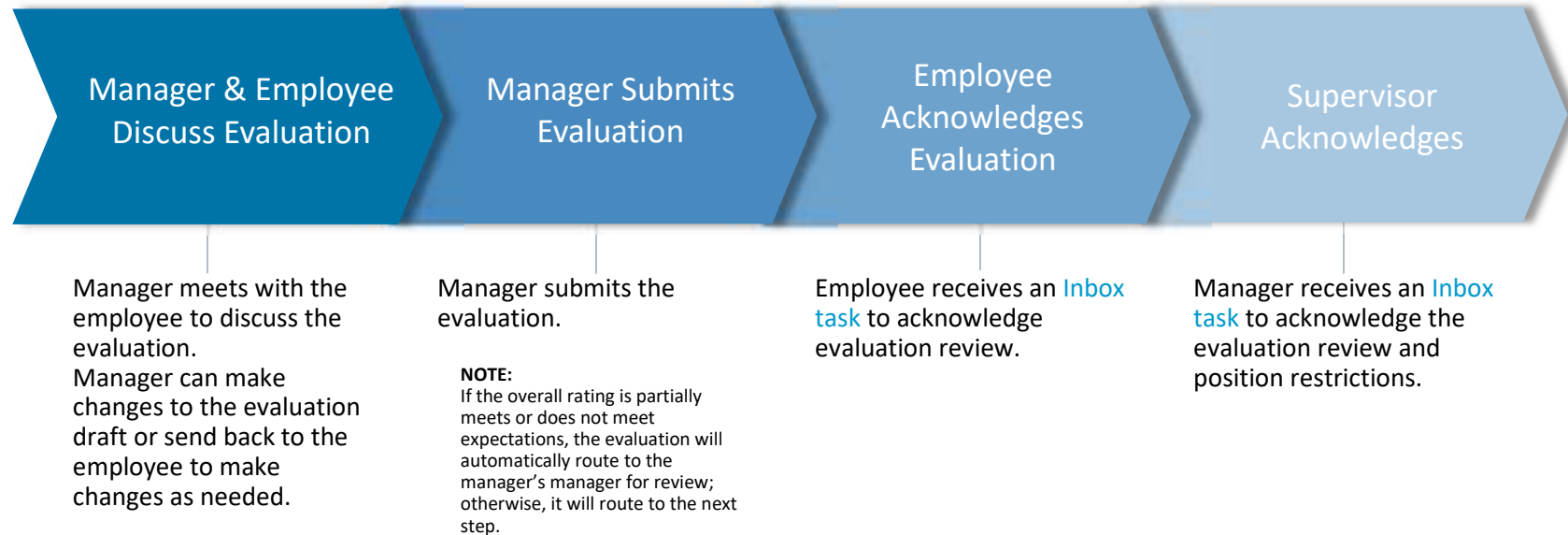
Overall Process and Steps



Continued on next page...



Overall Process and Steps (Continued)



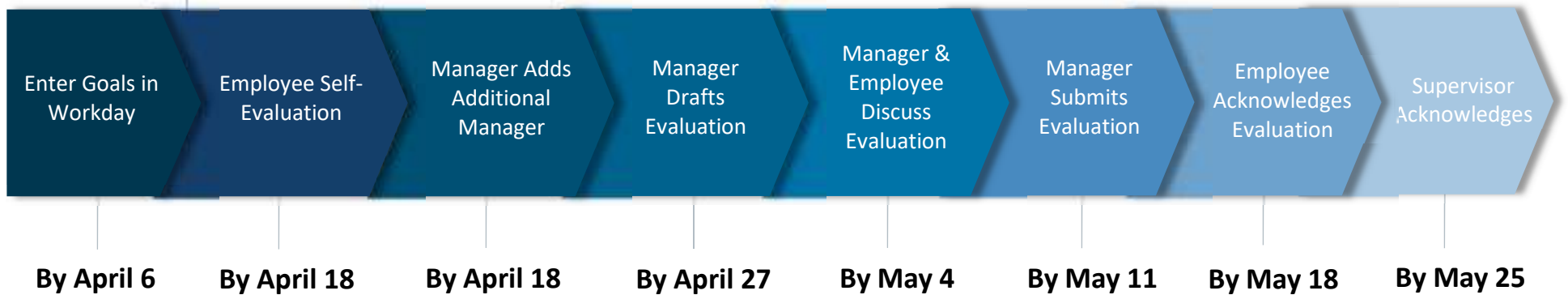


Timeline



Performance review period
launched in Workday

April 9



IMPORTANT:

Dates are guides to facilitate the May 31st completion date.
The timeline can be accelerated as needed.
More time needed in the event of low performance.