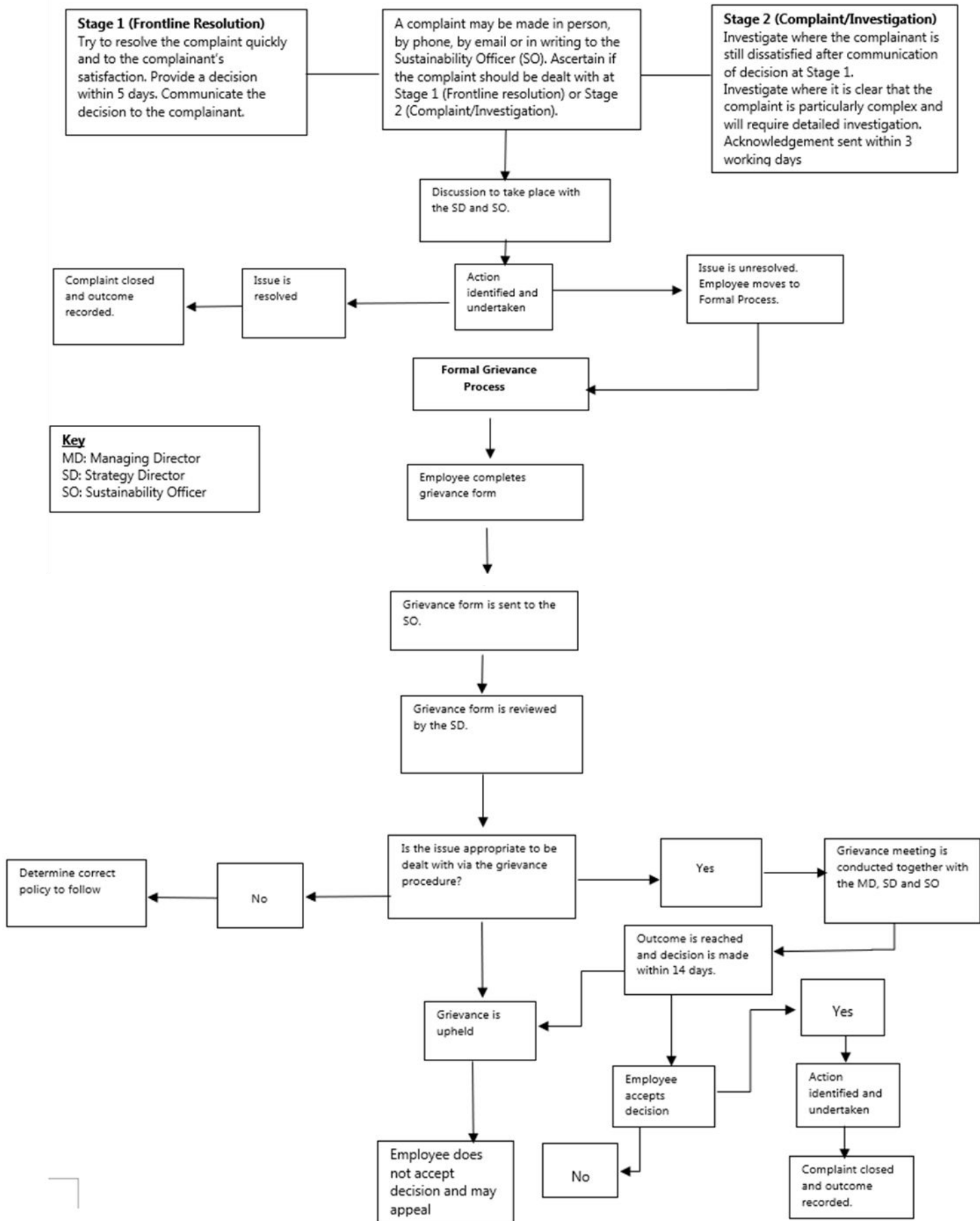


Internal Grievance



External Grievance

