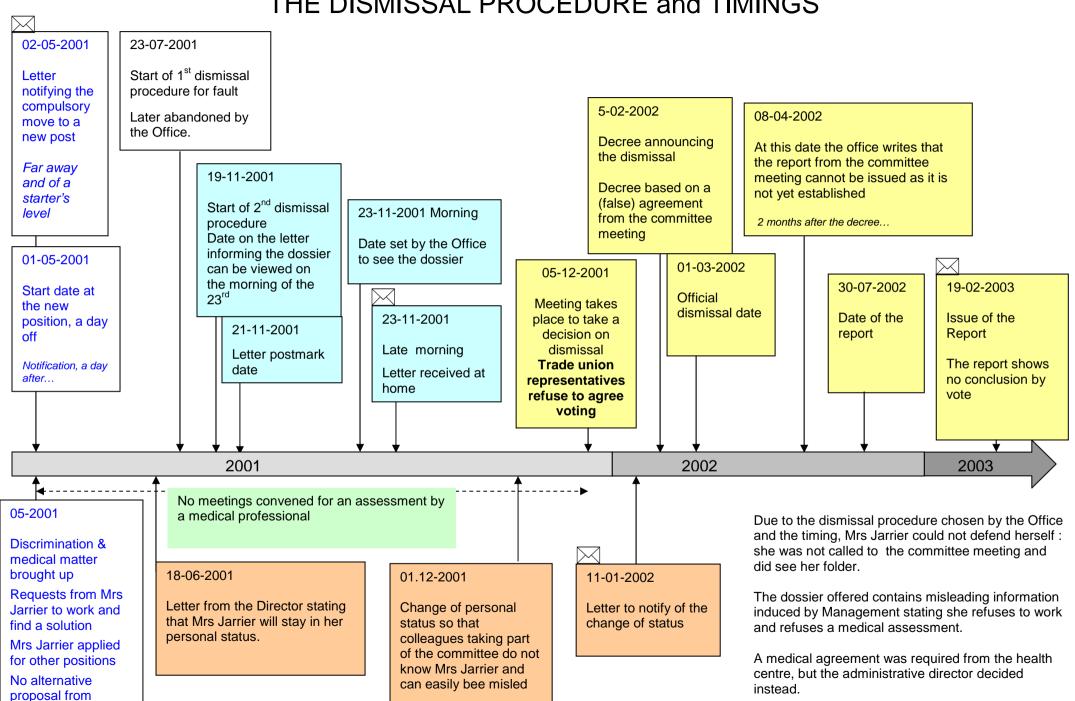
THE DISMISSAL PROCEDURE and TIMINGS



employer received.