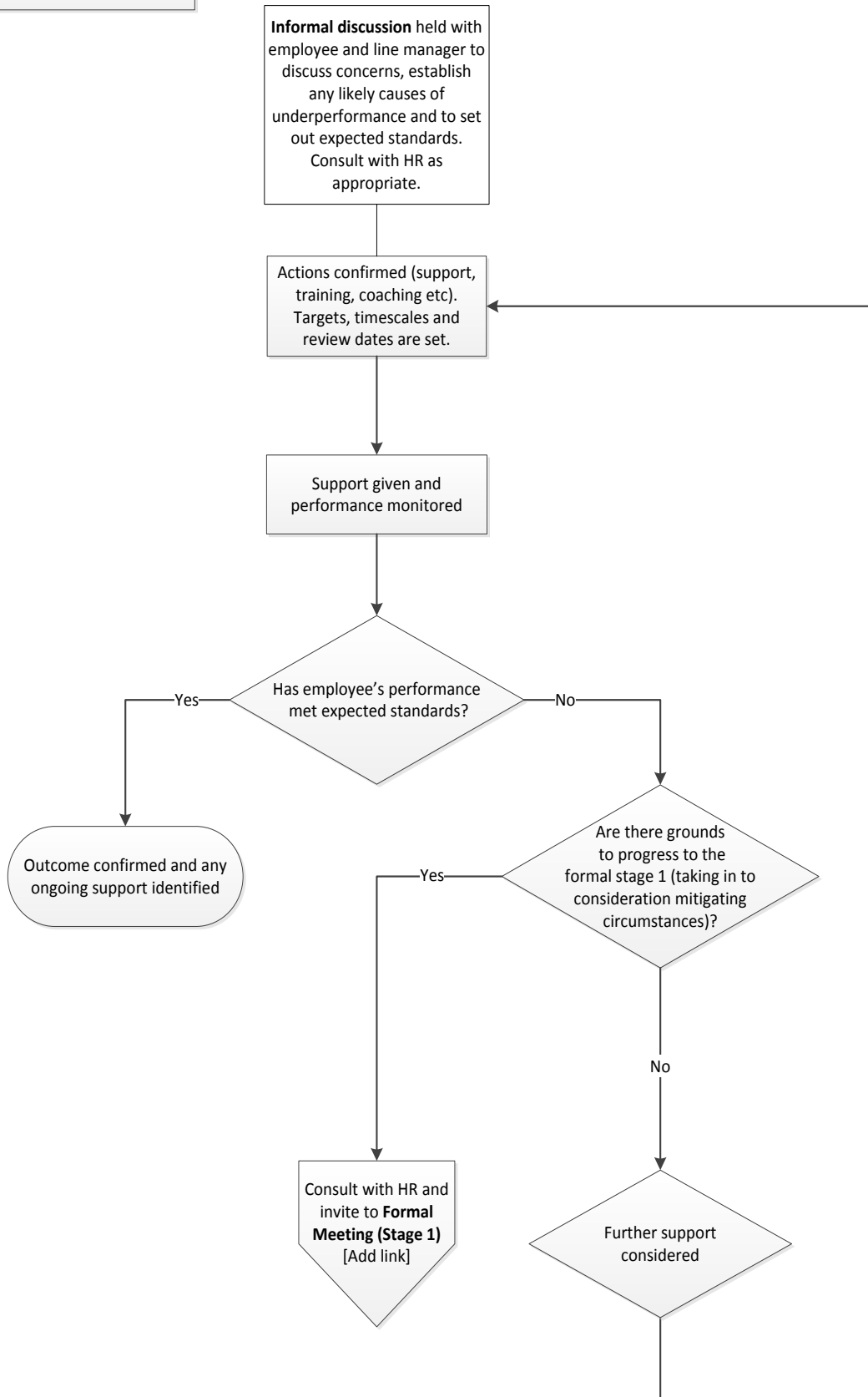


Informal Capability Process



¹ Mitigating circumstances are factors which affect an employee's ability to meet the expected standards set