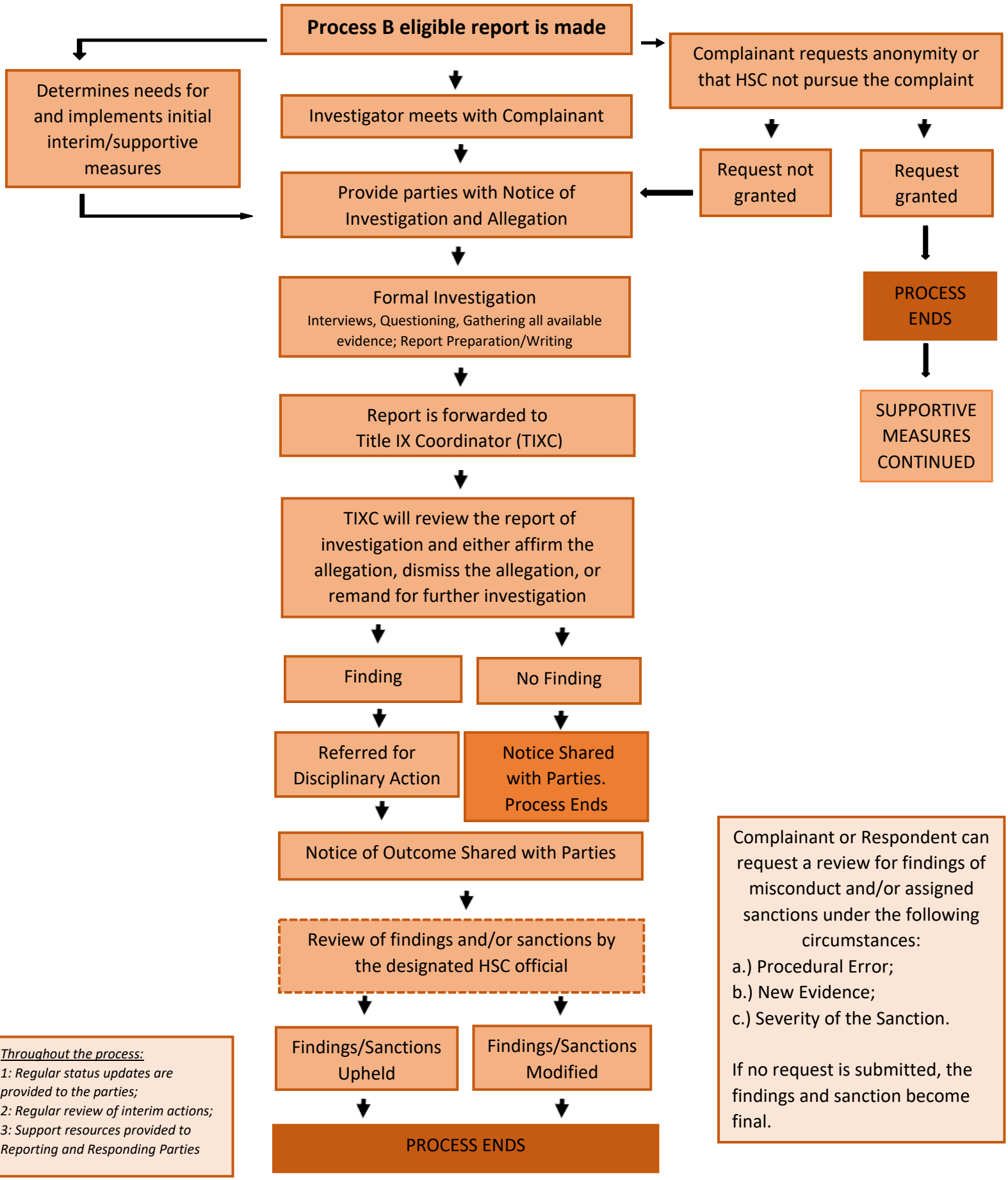"PROCESS B" FLOW CHART (EMPLOYEE RESPONDENT)