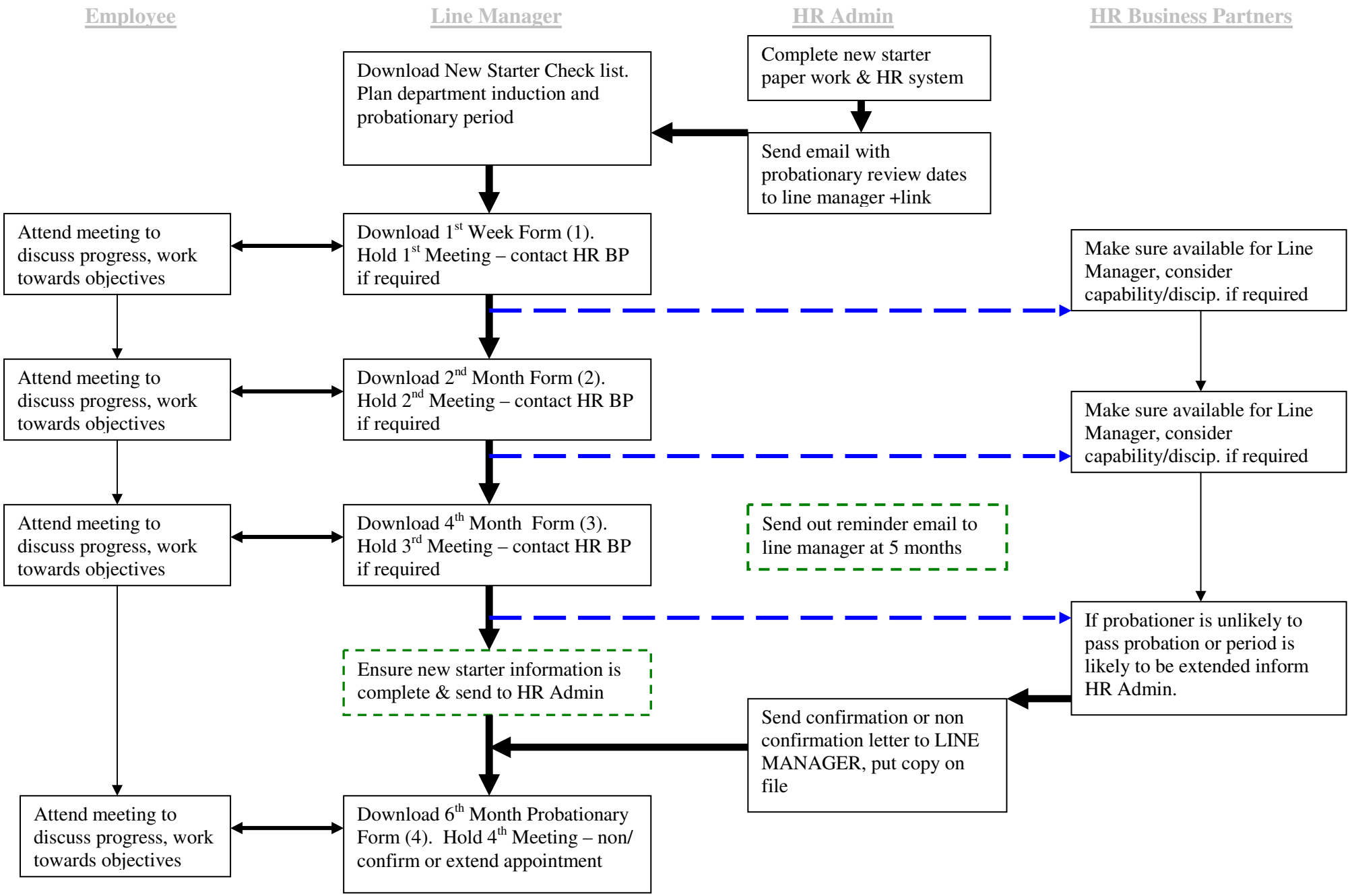Probationary Responsibility Flow Chart