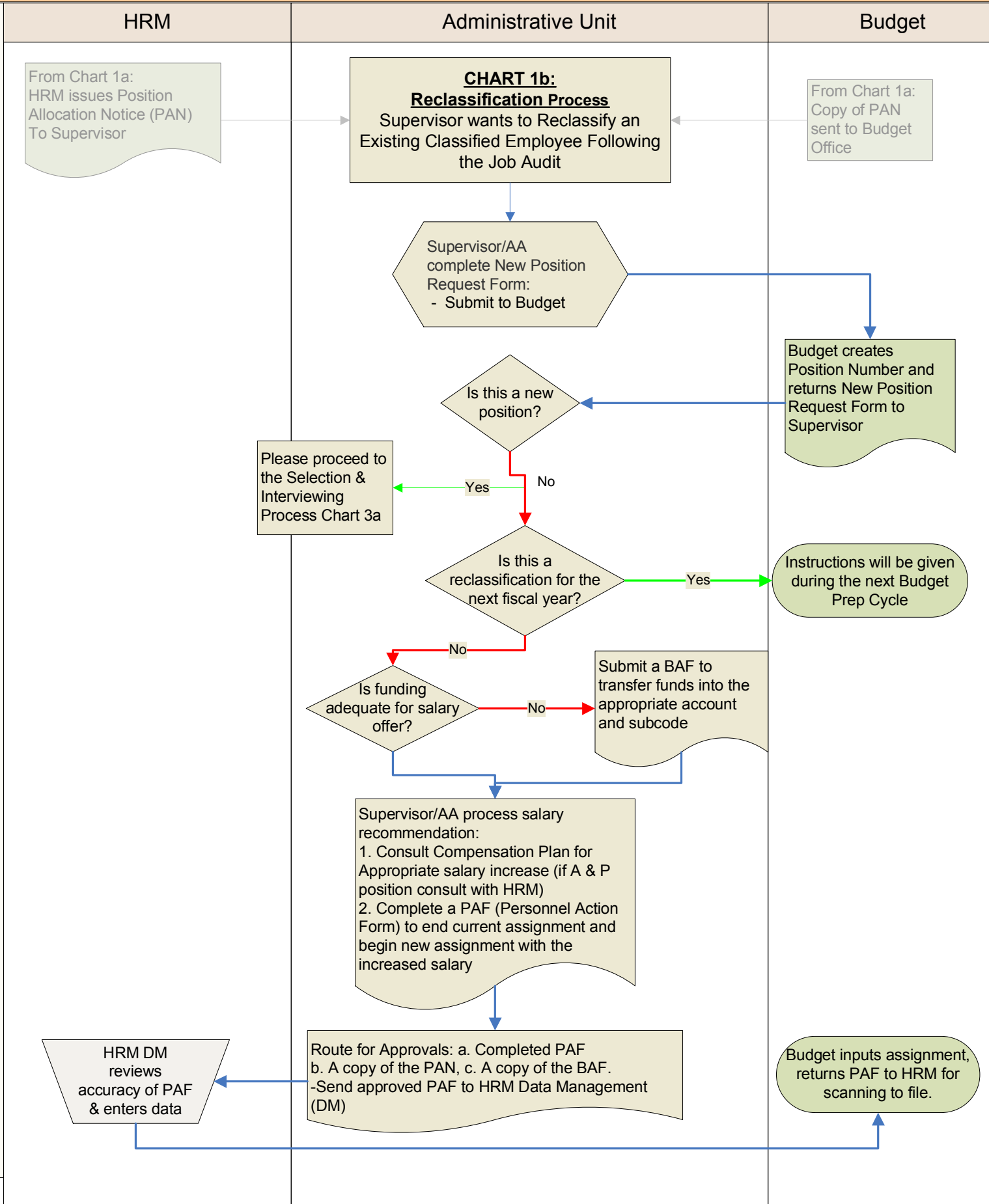


Reclassification Process – How to implement the Reclassification process after the PAN has been issued. If you have questions, call the Compensation Mgr. x2223



Note: The Reclassification Process Chart is preceded by the Job Audit chart (1a) in sequential order, Please refer to that chart to begin these related processes.
6/21/2007