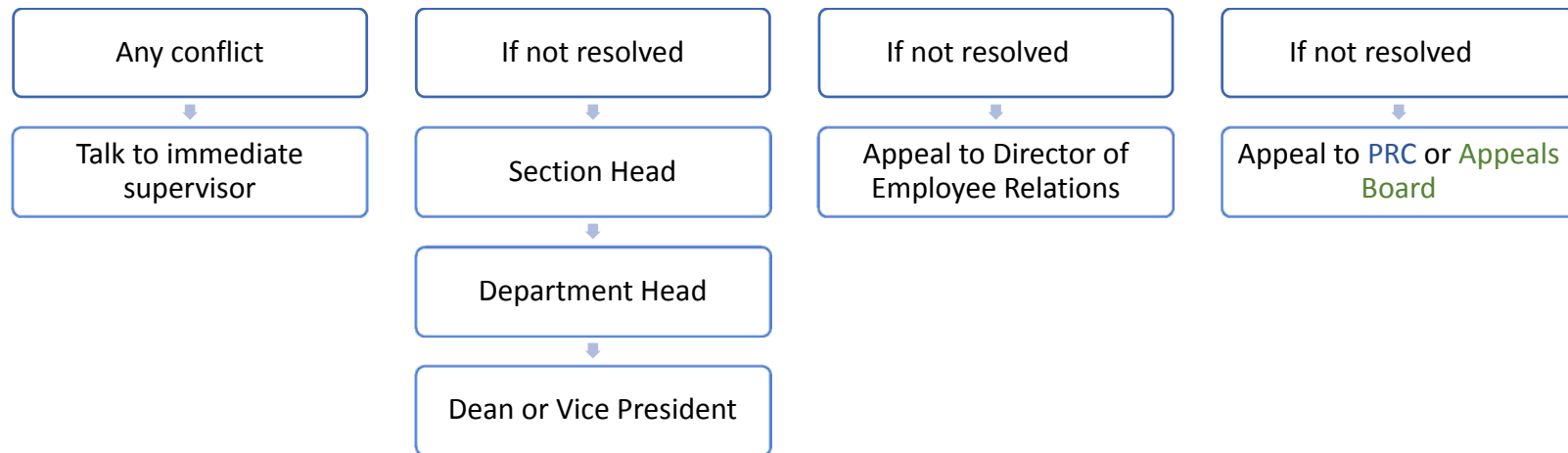


## PRC Process after conversion to USS (6/8/2014)



PRC hears  
Performance Reviews

- PRC makes final decision

PRC hears  
Proposed Decision-making  
Leave, Unfair Treatment or  
Discrimination

- PRC makes recommendation to Director of Employee Relations
- Director of Employee Relations makes final determination

Appeals Board hears  
Demotion, Suspension  
without Pay, Dismissal

- Appeals Board makes recommendation to VP Human Resources
- VP Human Resources makes final determination