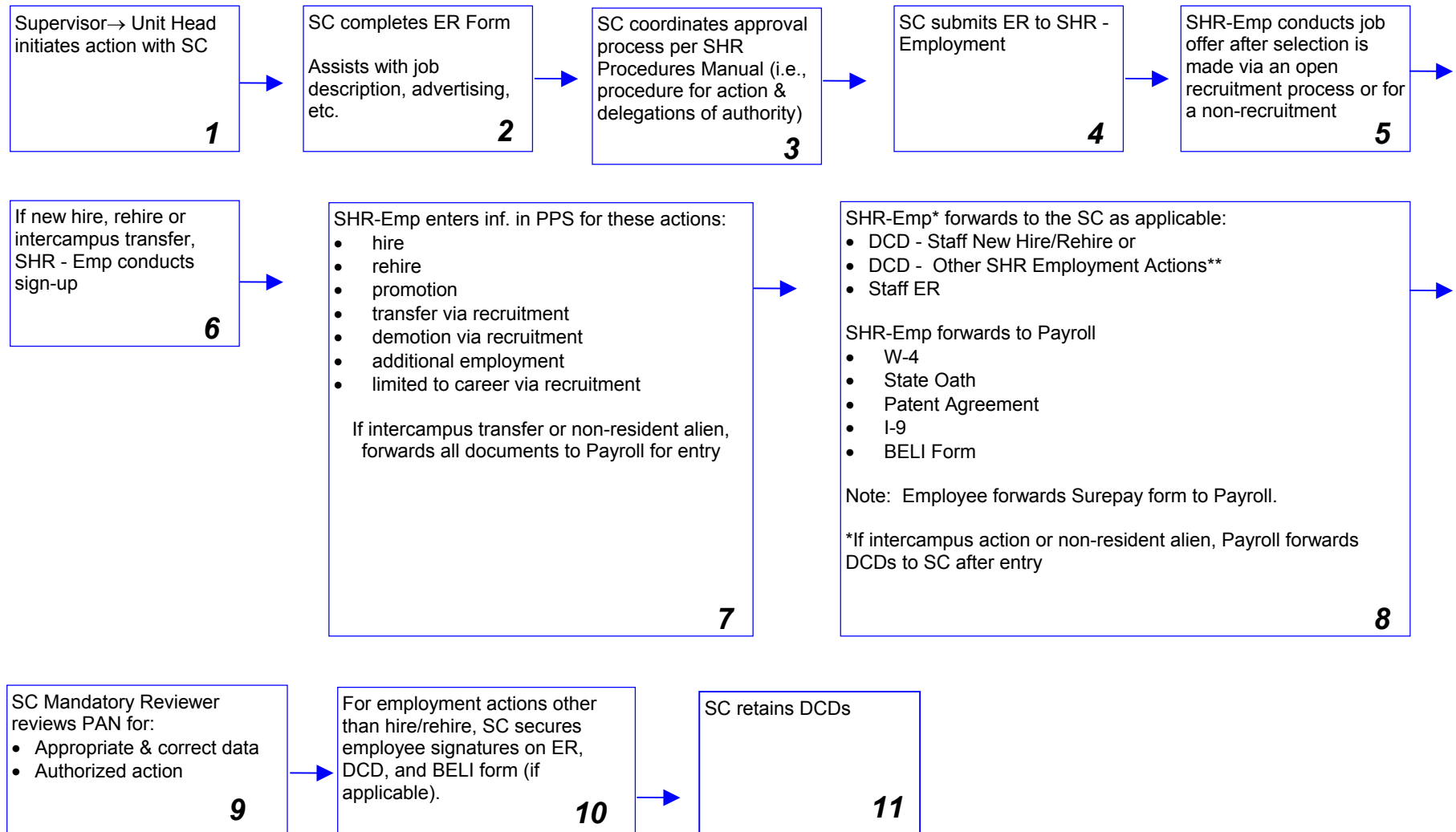
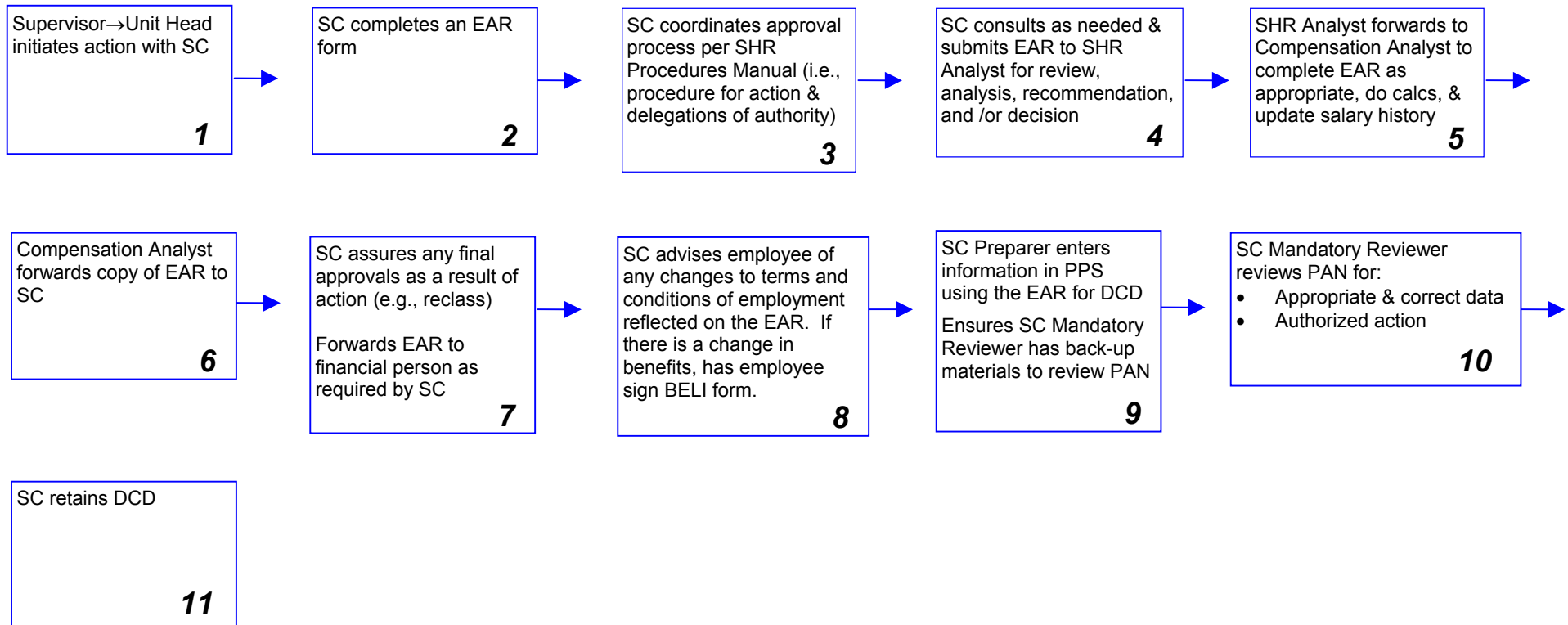


6.1 GENERAL WORKFLOW FOR SHR EMPLOYEE REQUEST (ER) ACTIONS



GENERAL WORKFLOW FOR SHR EMPLOYEE ACTION REQUEST (EAR) ACTIONS¹



¹ Reclassification, stipend and equity increase actions; and demotion and transfer actions without recruitment.

GENERAL WORKFLOW "OTHER" SHR ACTIONS

