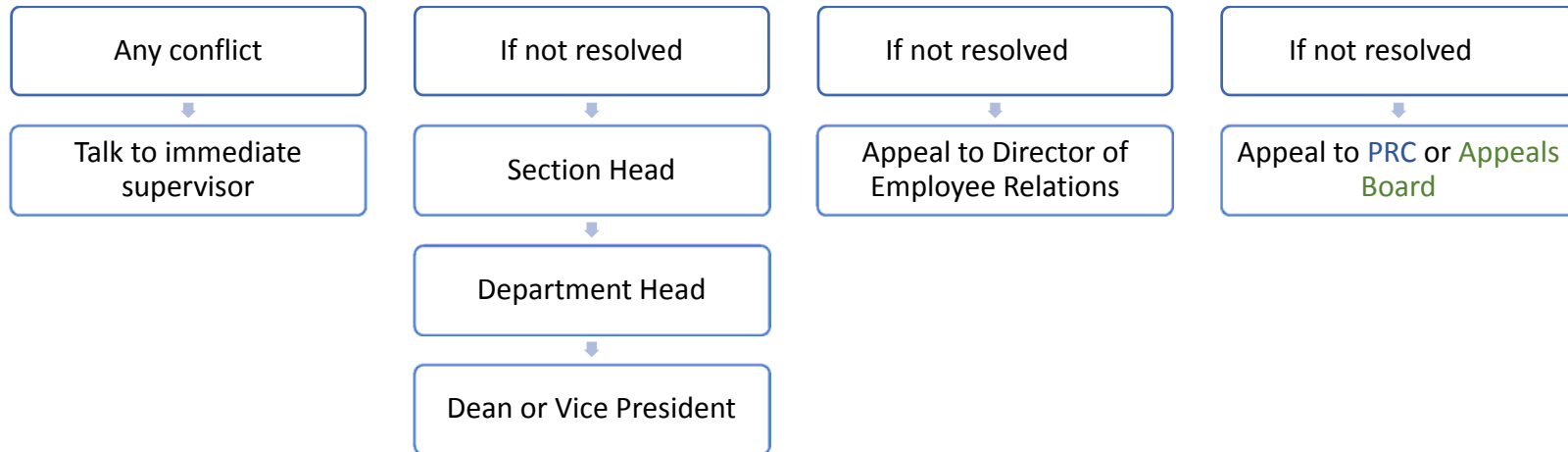


PRC Process after conversion to USS (6/8/2014)



**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 Capital
- VP Human Capital makes final determination