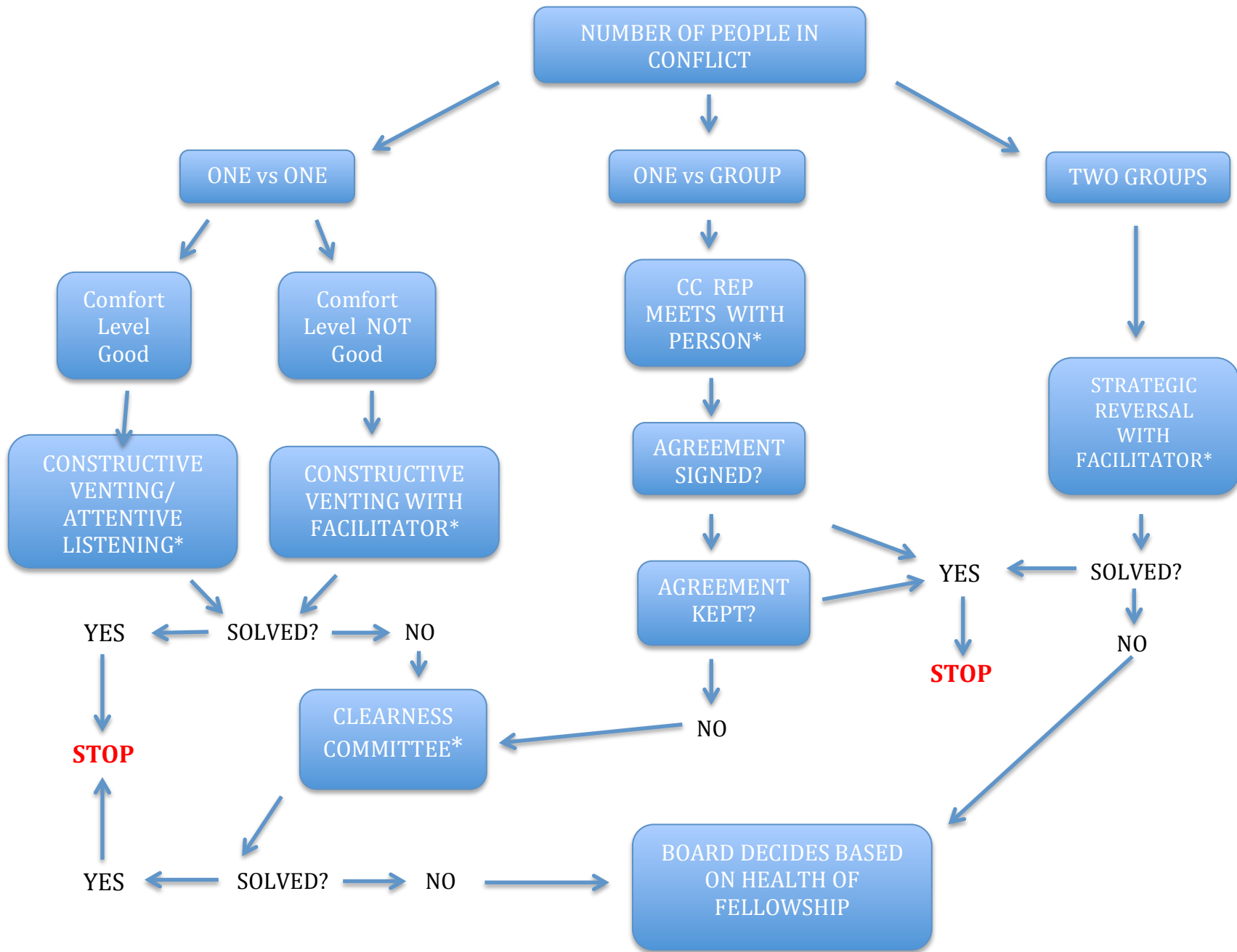


CONFLICT RESOLUTION FLOWCHART



* See detailed description of process in Conflict Resolution Guidelines.