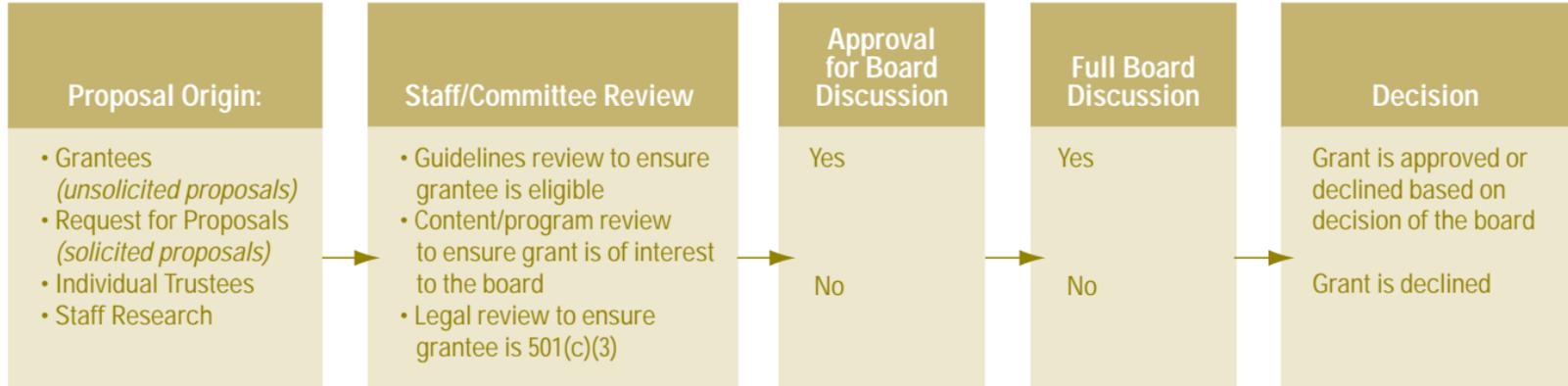


**FIGURE 3: BOARD REVIEW PROCESS FOR A TYPICAL GRANT**



**FIGURE 4: BOARD REVIEW PROCESS FOR A DISCRETIONARY GRANT**

