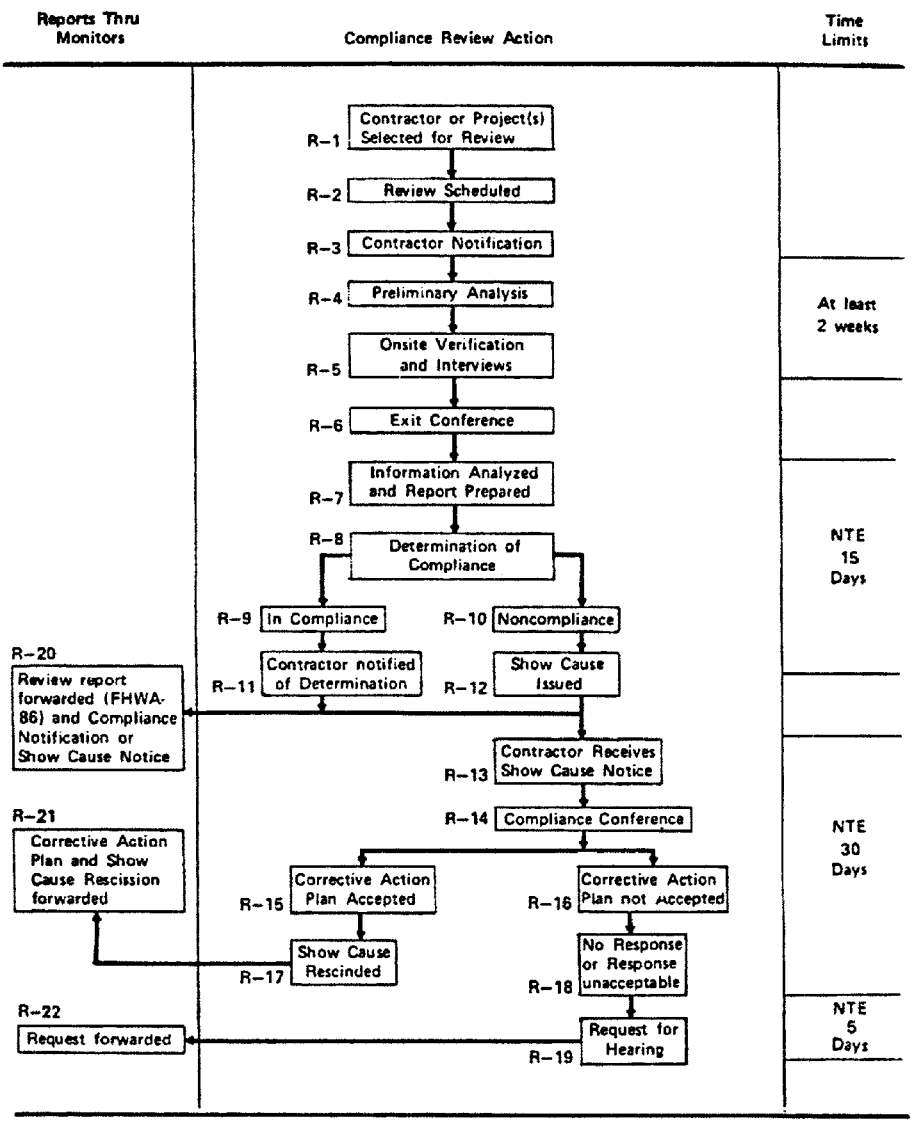EQUAL OPPORTUNITY COMPLIANCE REVIEW PROCESS FLOW CHART