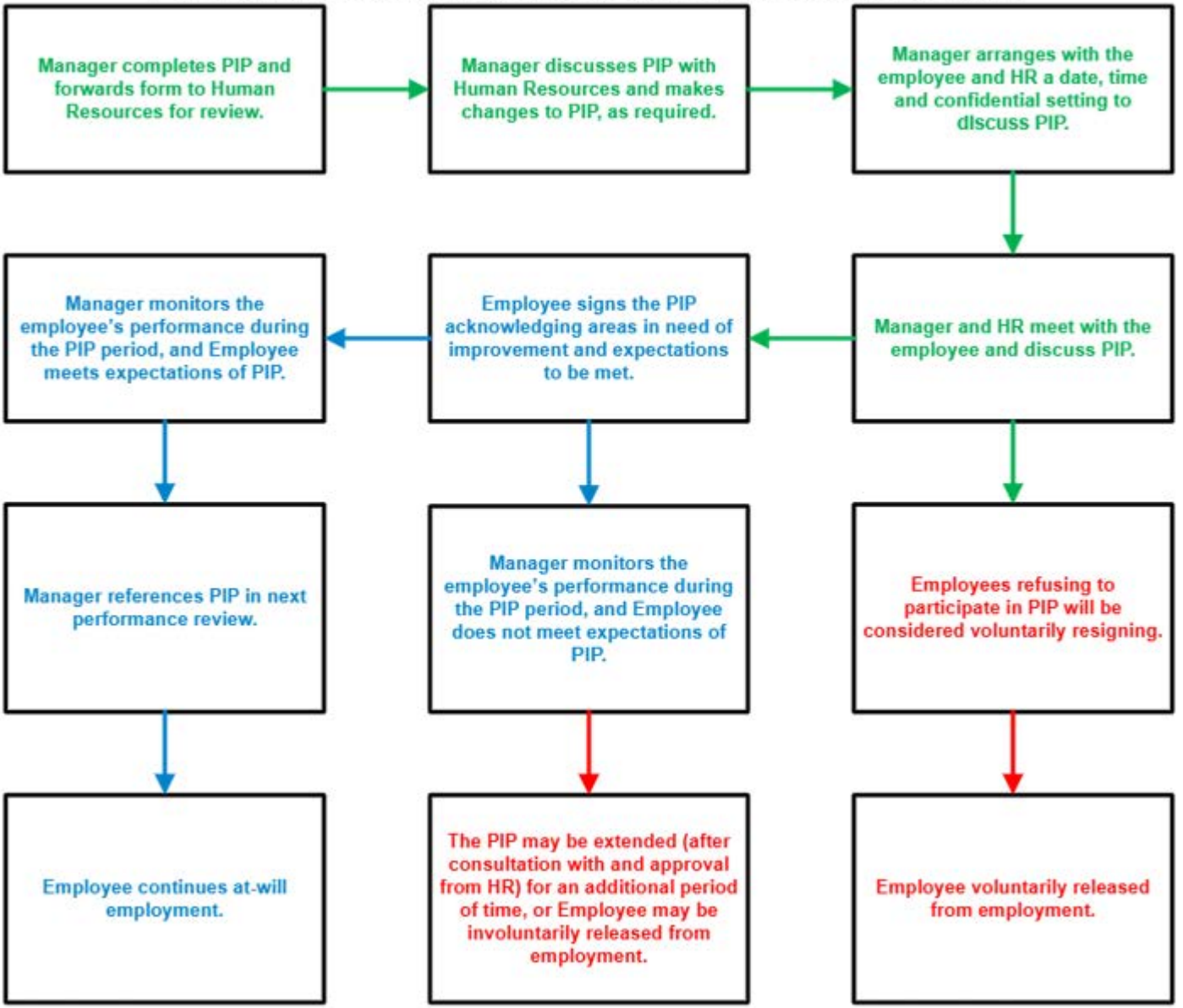Performance Improvement Plan Process Flowchart