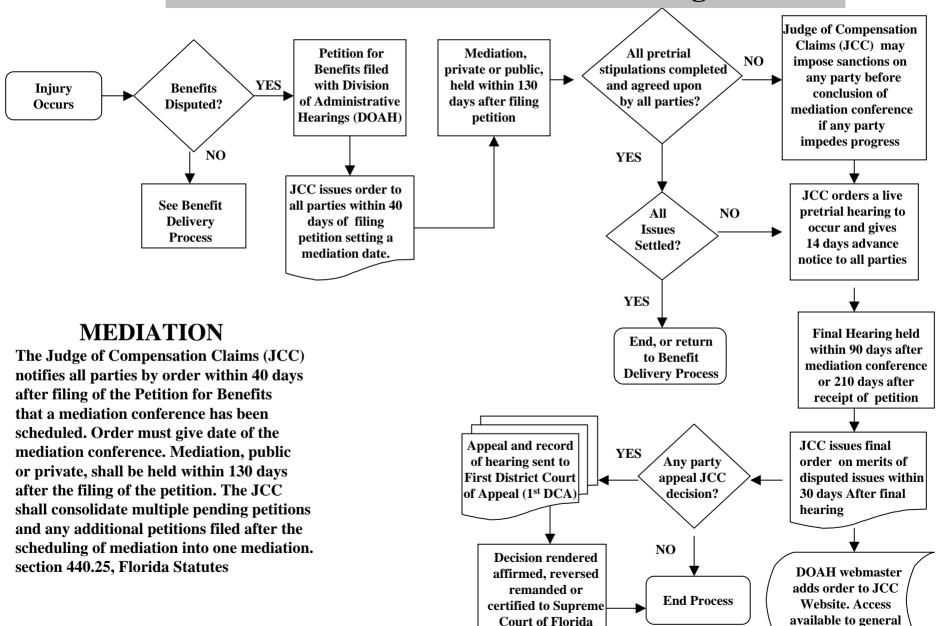
Procedures for Mediation and Hearings Effective 10/1/2003



public.