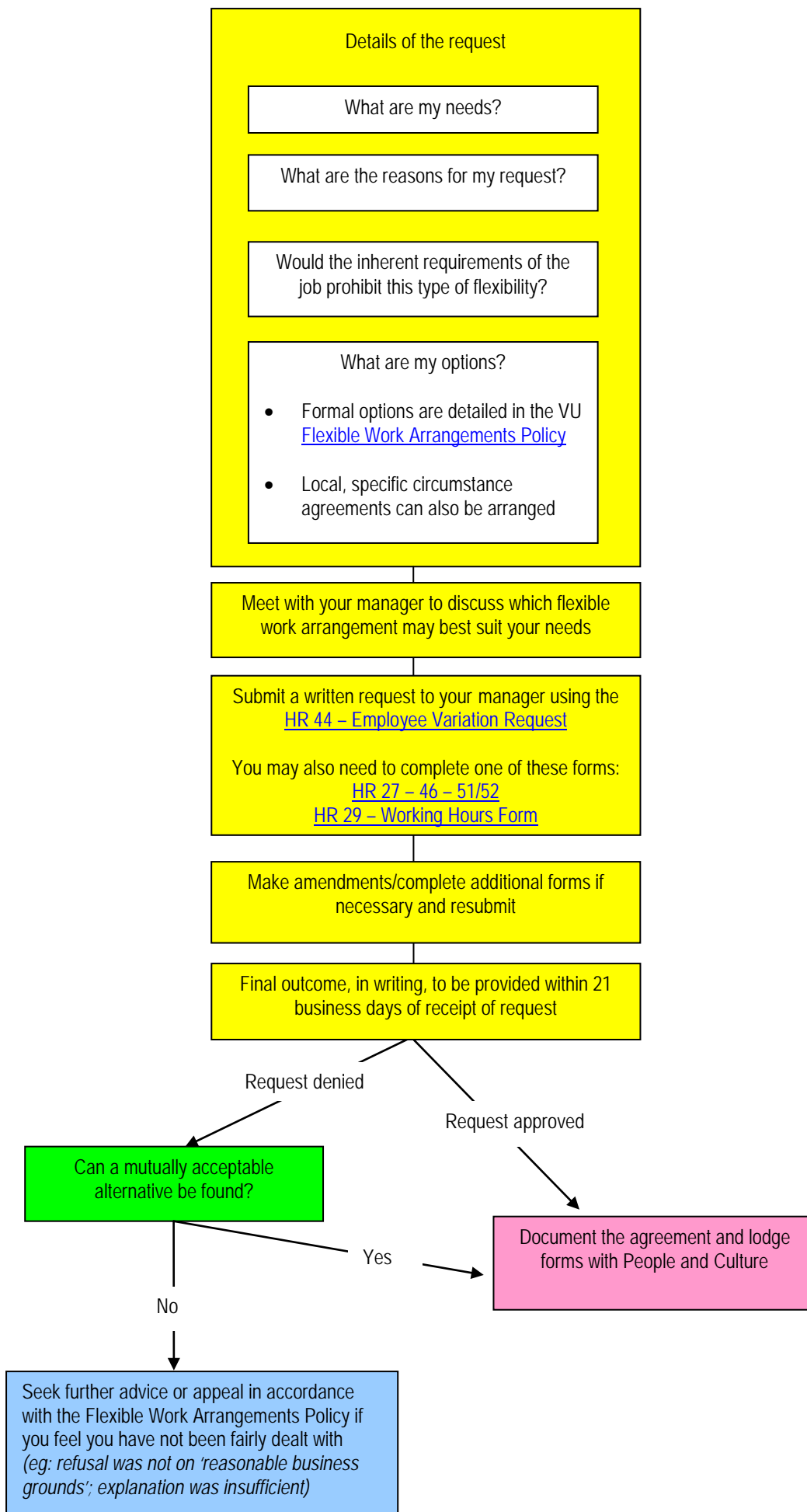


Flow Chart 1. Request for a Flexible Work Arrangement



Flow Chart 2. Responding to a Request for a Flexible Work Arrangement

