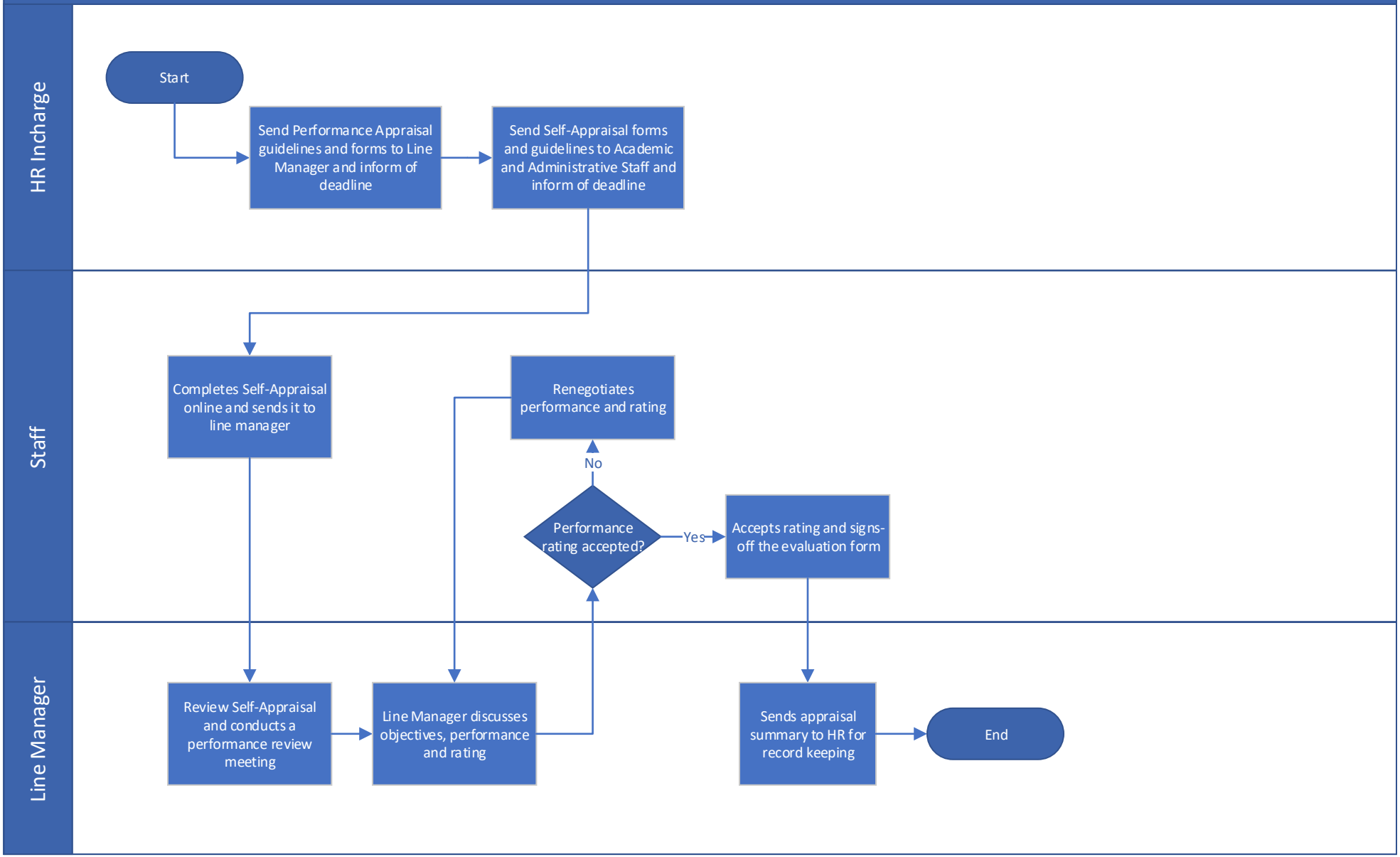
Performance Appraisal Process

As-Is