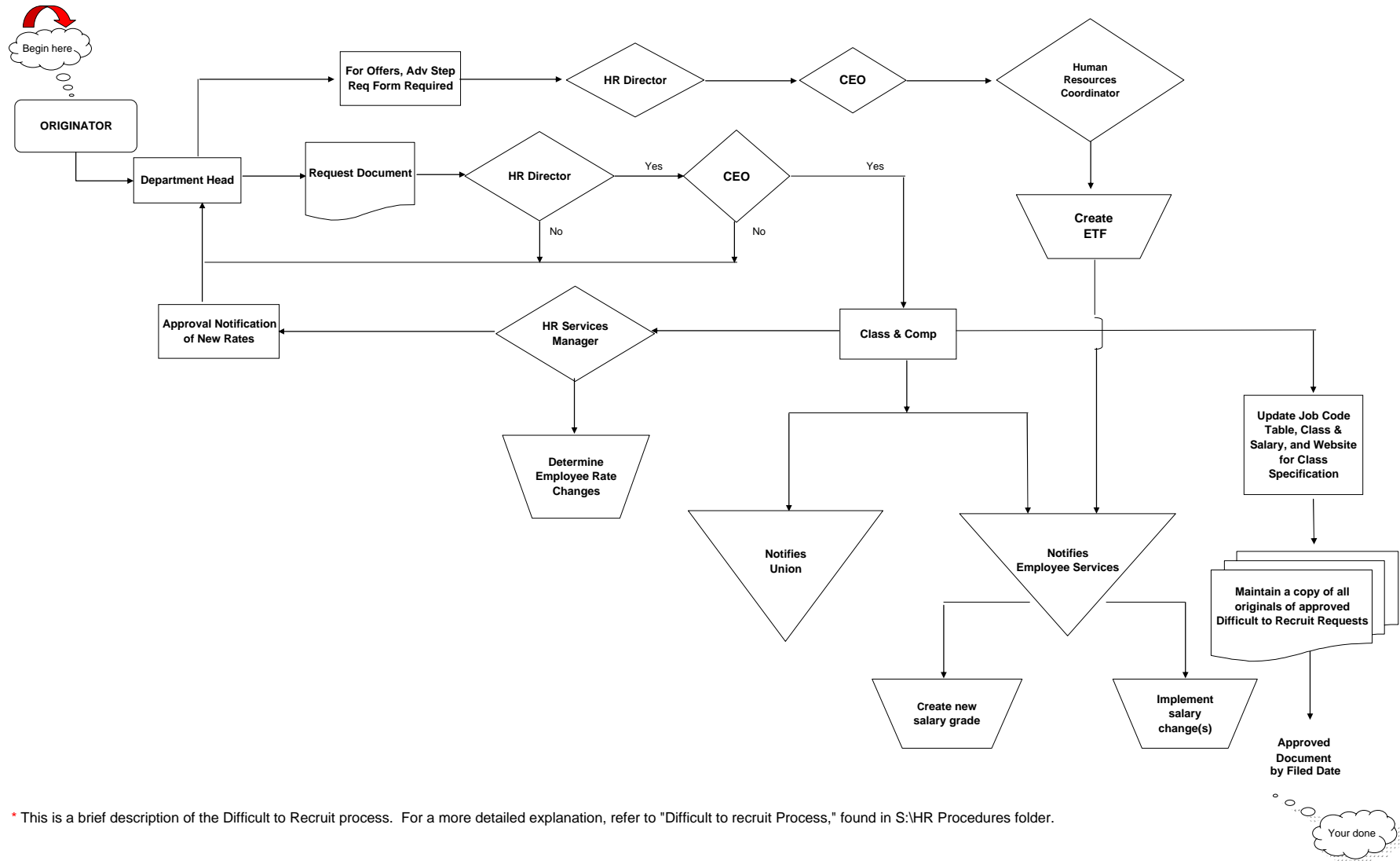


A QUICK VIEW: DIFFICULT TO RECRUIT PROCESS



* This is a brief description of the Difficult to Recruit process. For a more detailed explanation, refer to "Difficult to recruit Process," found in S:\HR Procedures folder.