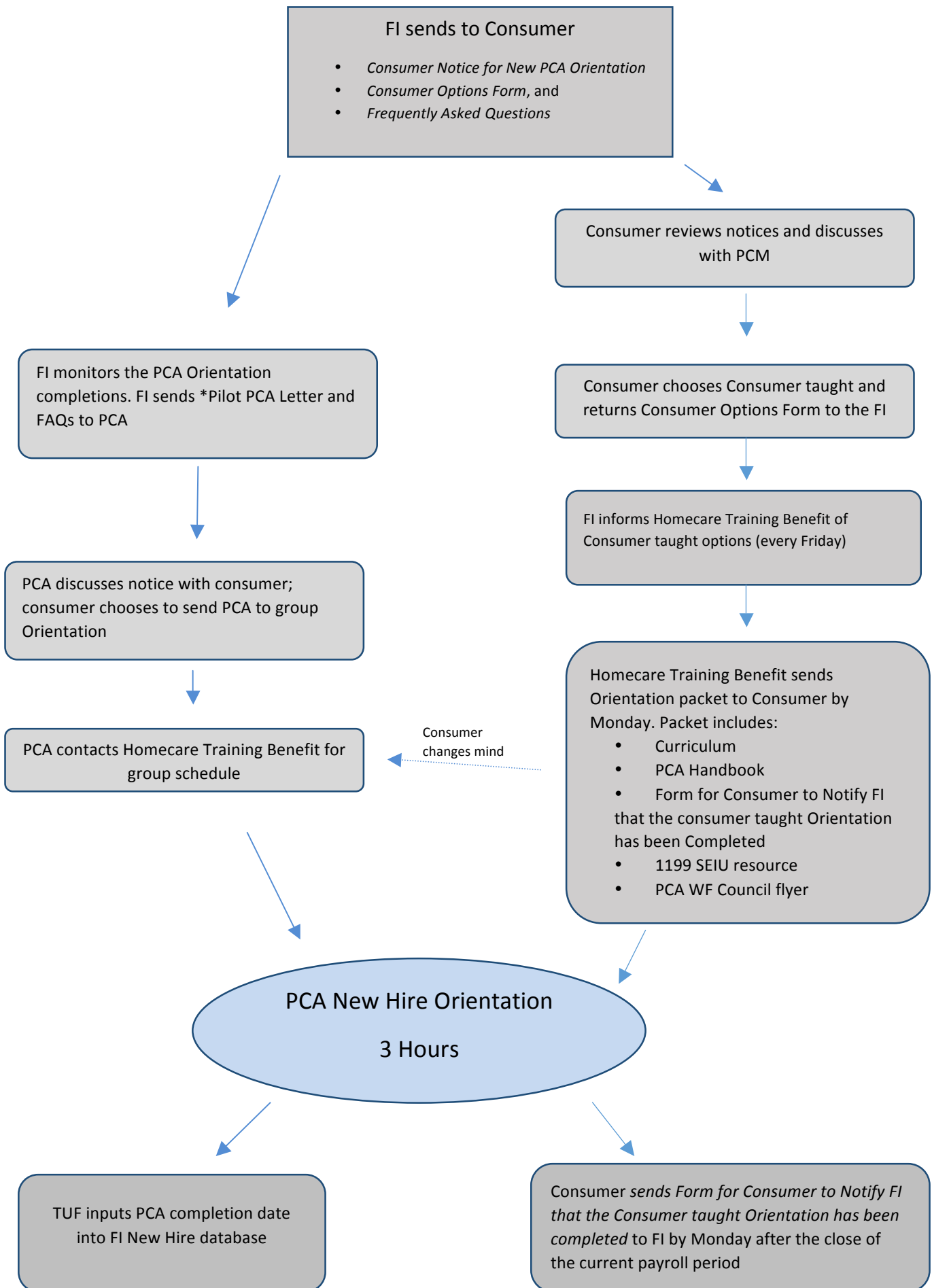


# PCA New Hire Orientation Flow Chart



\* notice is specific for Pilot period and will be replaced by 30 day, 3 month, 5 month notices following pilot period.