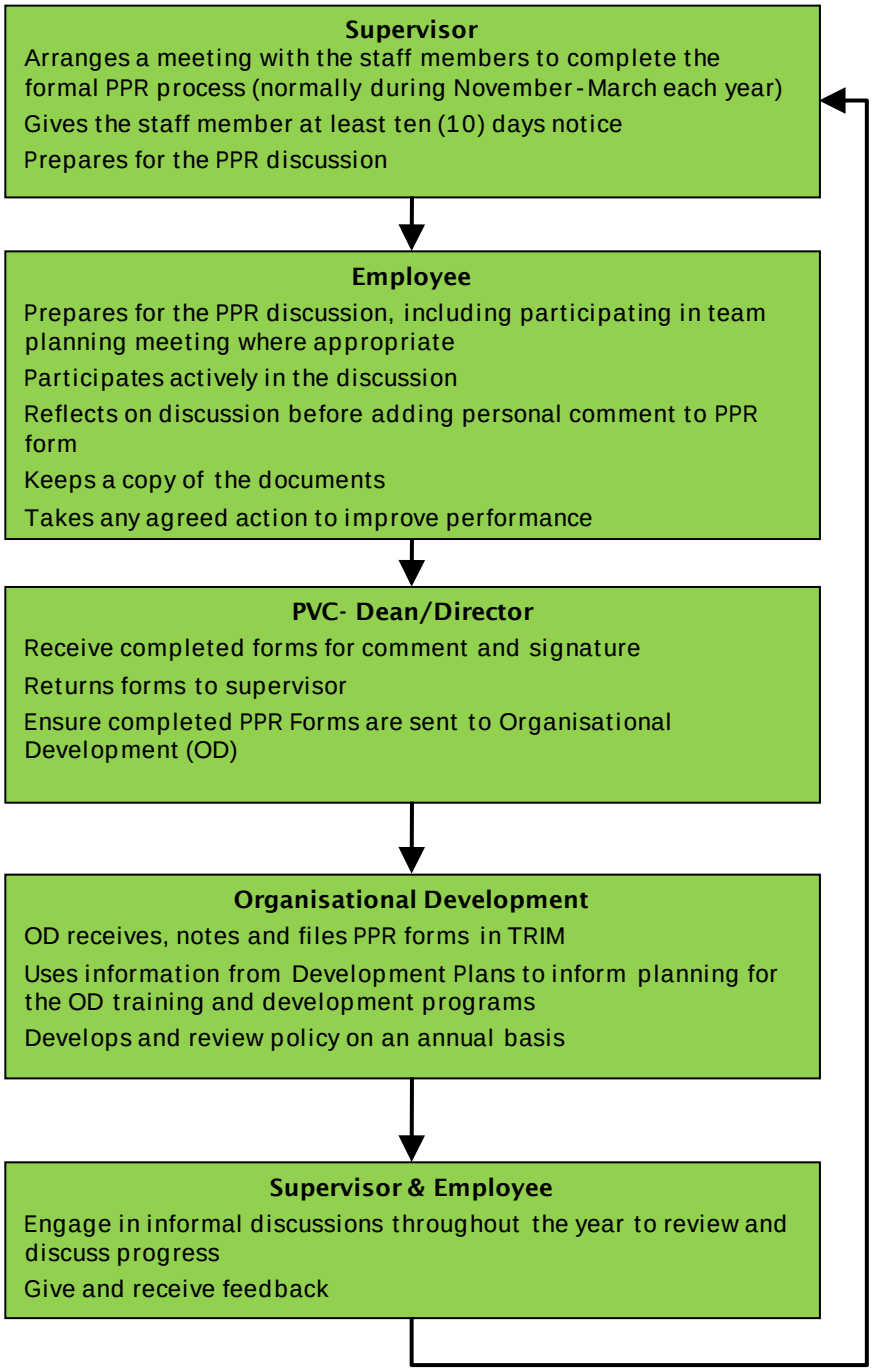Performance Planning and Review Flowchart – General & ELC Employees