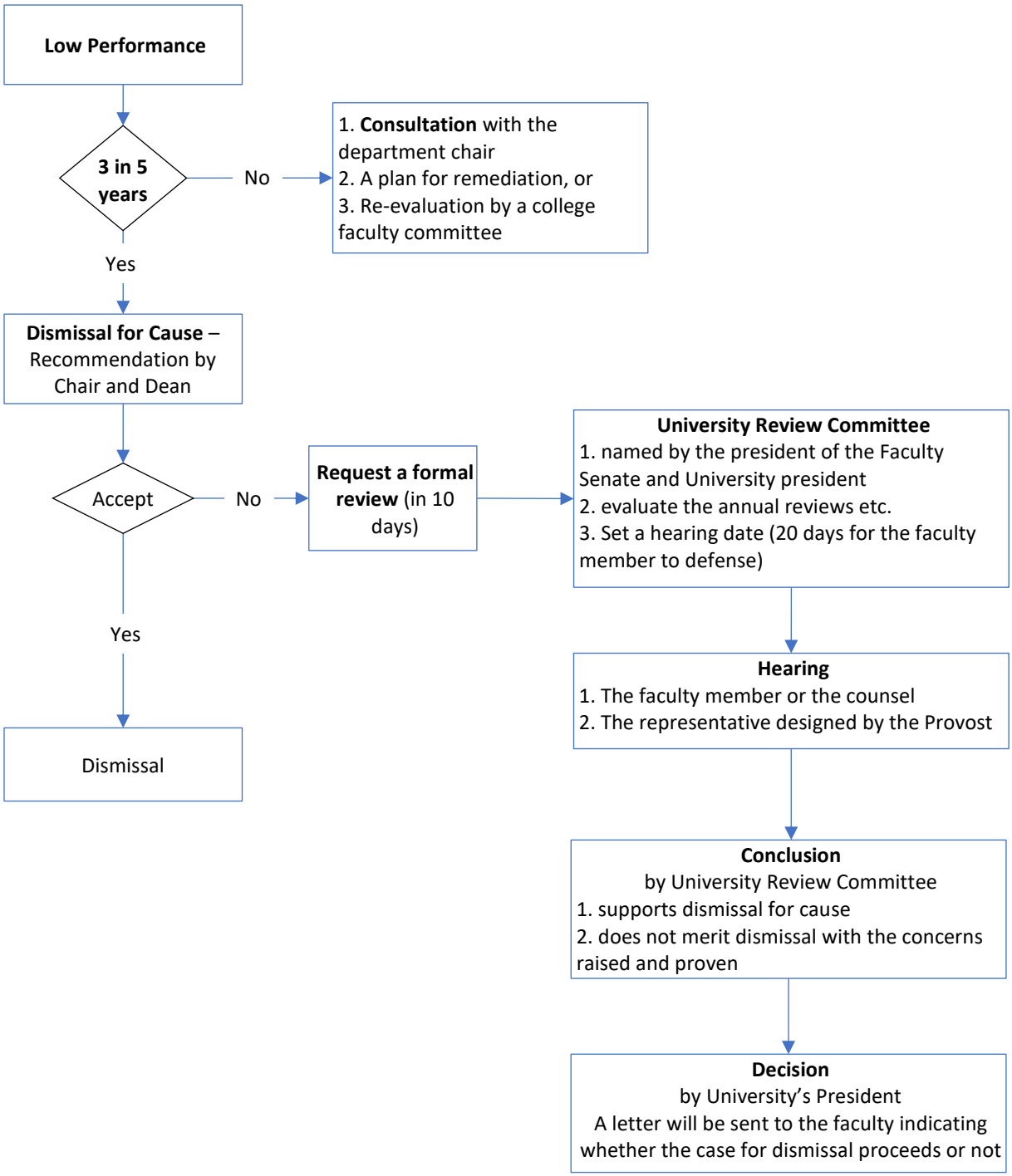Flow Chart of Dismissal for Cause (Draft)