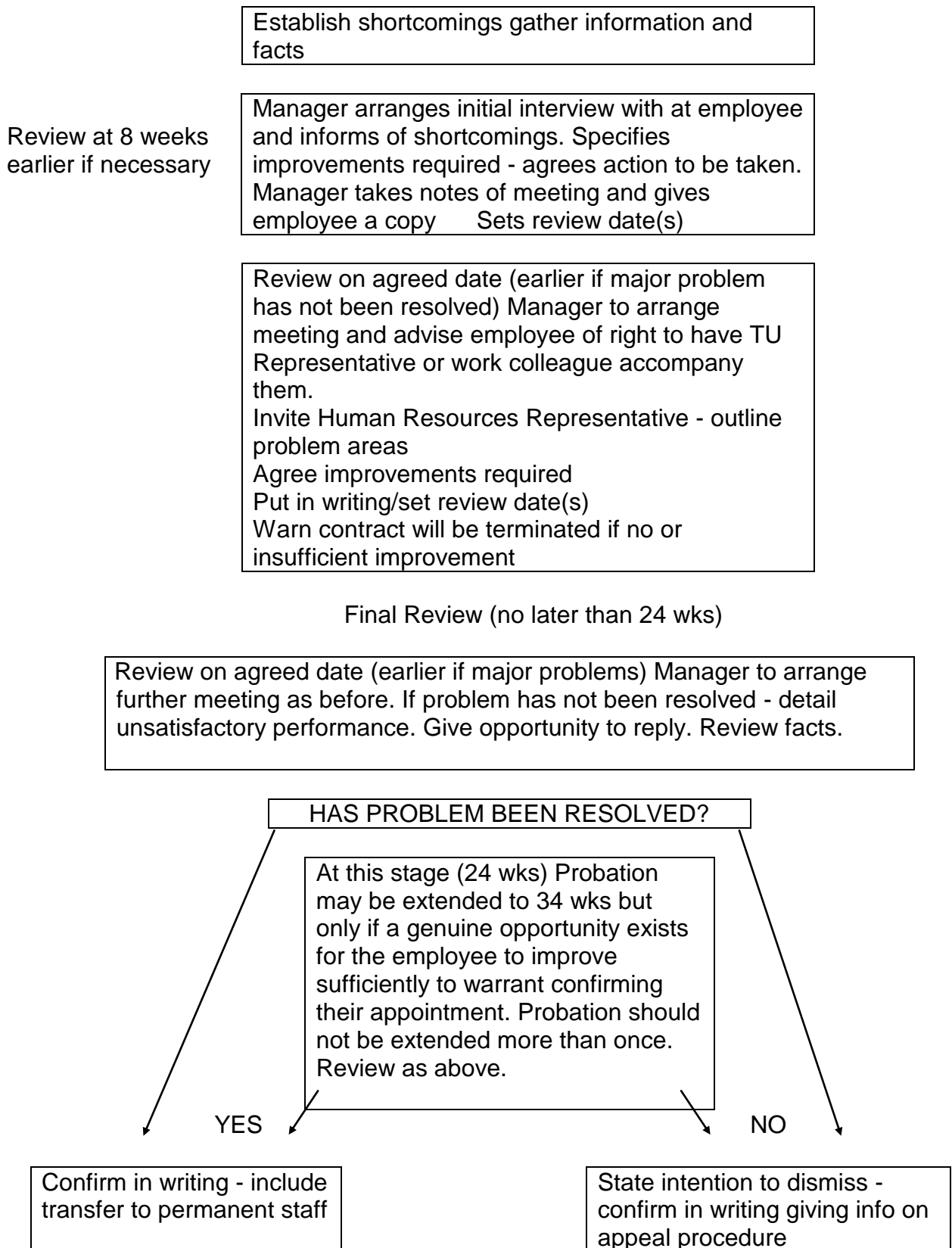


Probationary Procedure

If an Employee's performance or conduct is unsatisfactory the following procedure should apply (for cases of serious misconduct see 5.3 above).



More frequent reviews may be arranged according to the circumstances of the case.