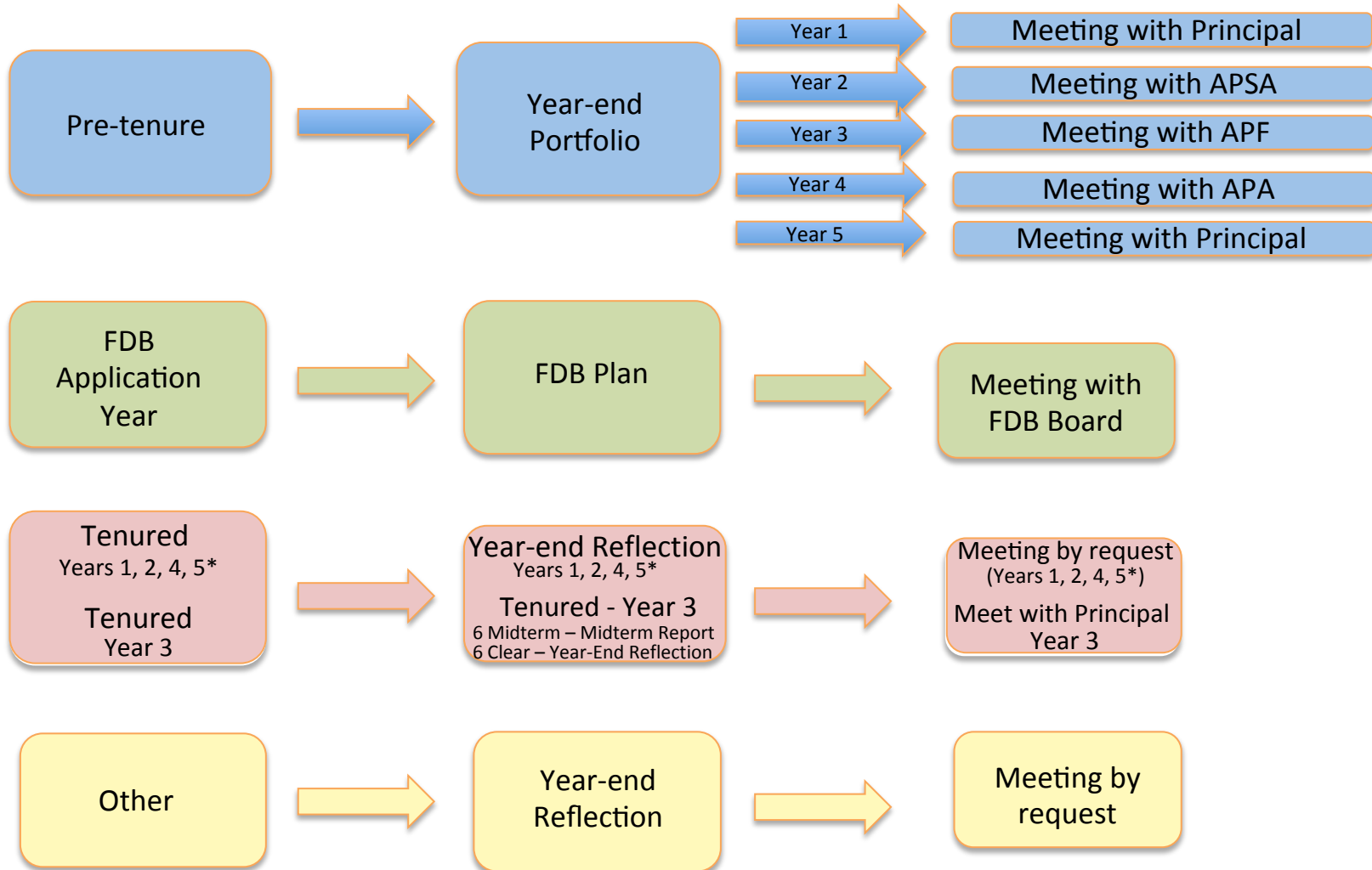


# Update on Year-End processes



\*Beginning 2015, tenure cycles moved from 5 to 6 years