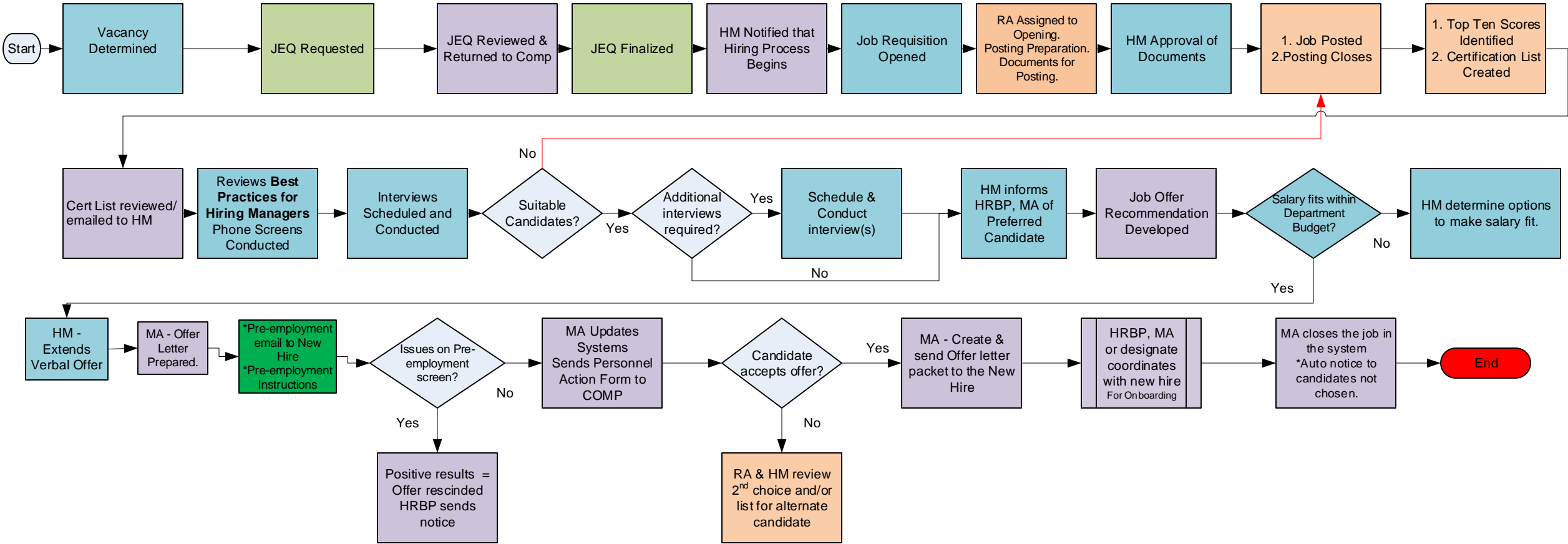


# Procedure for Filling Vacant Positions



## LEGEND

HM = Hiring Manager	COMP= Compensation, HR Service Team (ST)
RA = Recruitment Analyst, HR Service Team(ST)	HRBP = HR Business Partner, MA = HR Management Assistant, HR Service Team (ST)
= HR Operations	