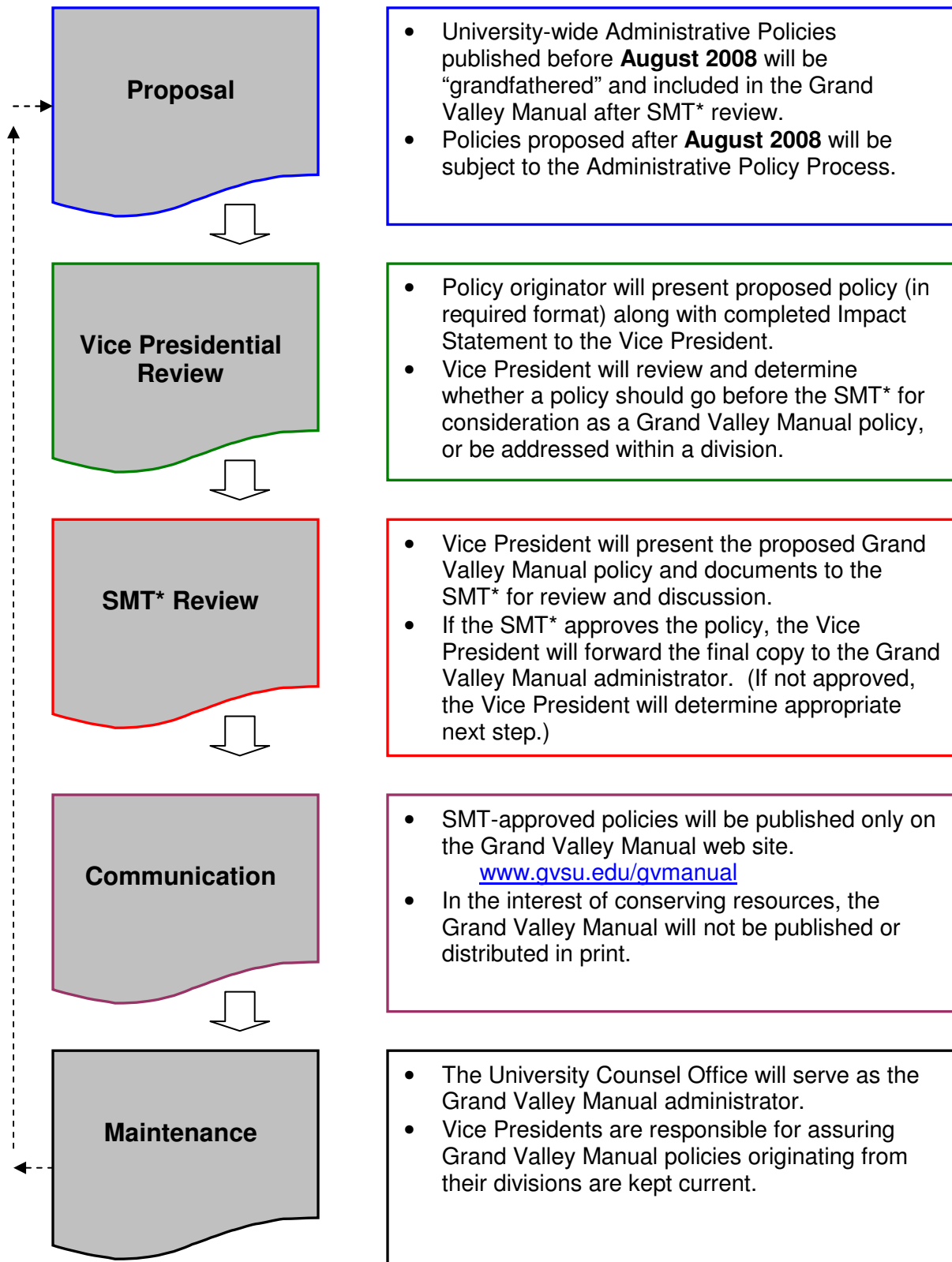


Grand Valley Manual: Policy Approval Process



*SMT – Senior Management Team