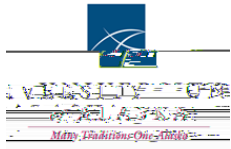




LEVELS AND COMPETENCIES



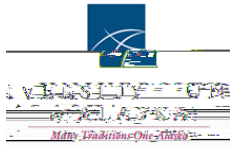
RISK MANAGEMENT

Level 2

PCLS: 04622

Grade 78

Non-Exempt



Level 4

PCLS: 04624

Grade 82

Exempt

Level 5

PCLS: 04625

Grade 83

Exempt

