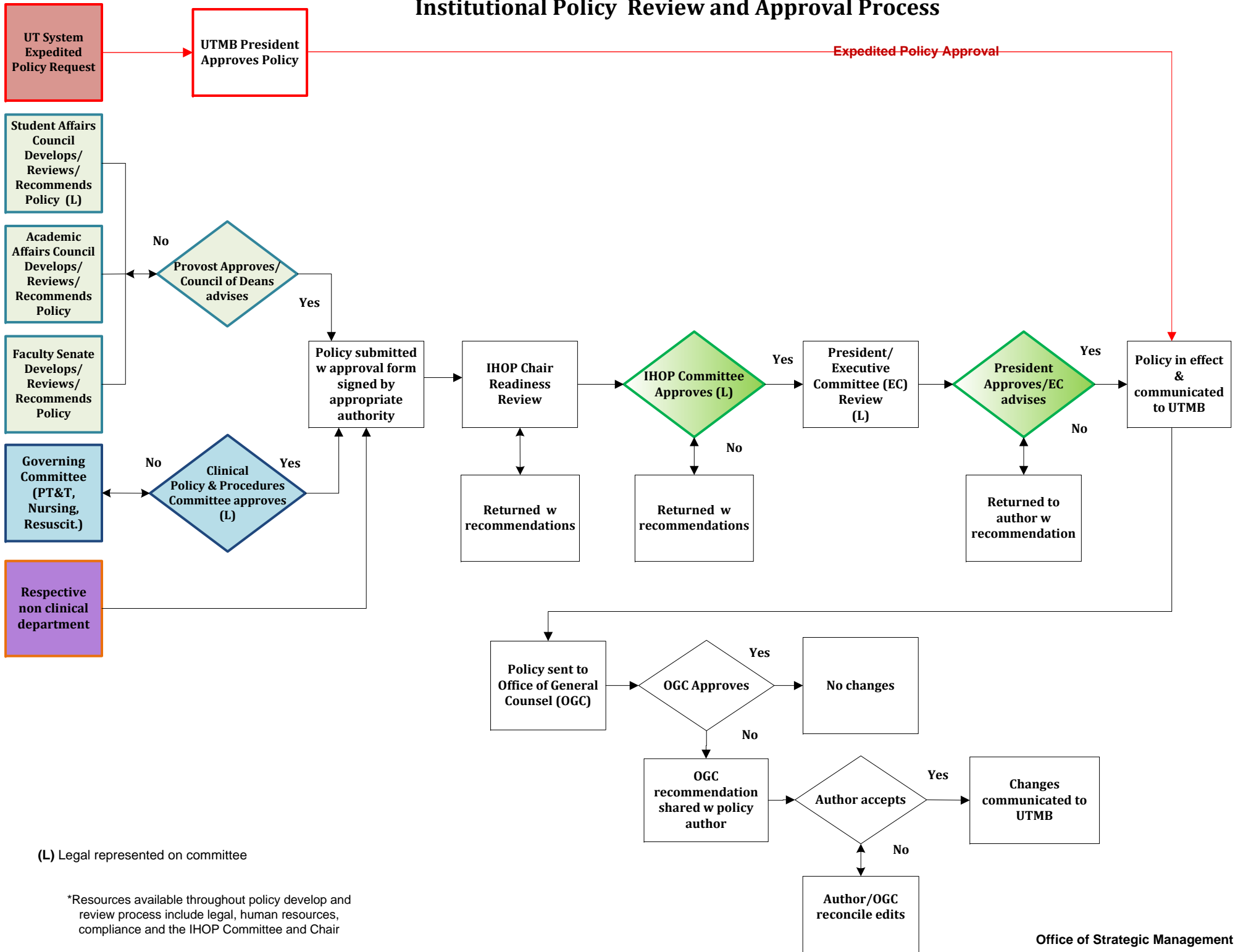


Institutional Policy Review and Approval Process



(L) Legal represented on committee

*Resources available throughout policy develop and review process include legal, human resources, compliance and the IHOP Committee and Chair