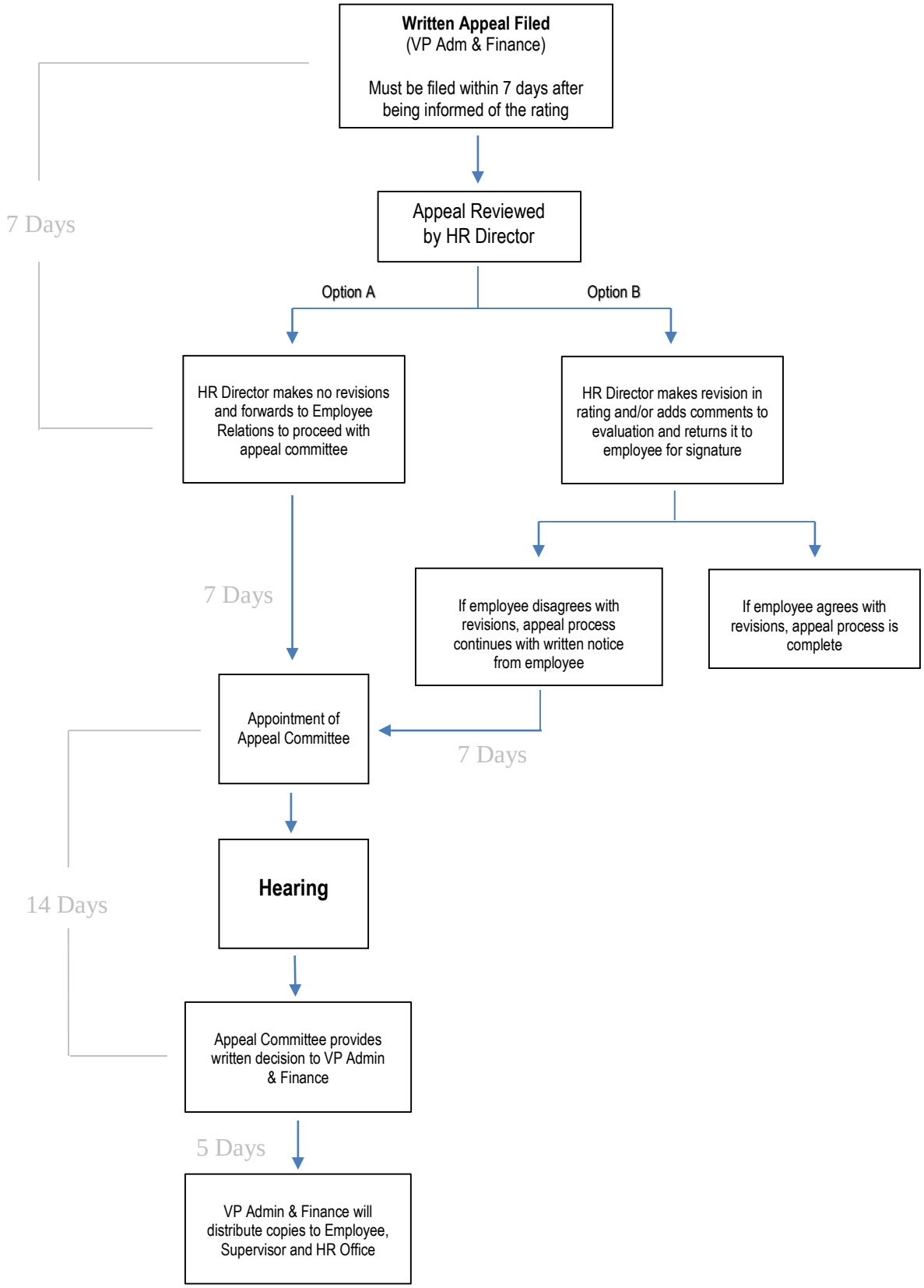Performance Evaluation Appeal Process