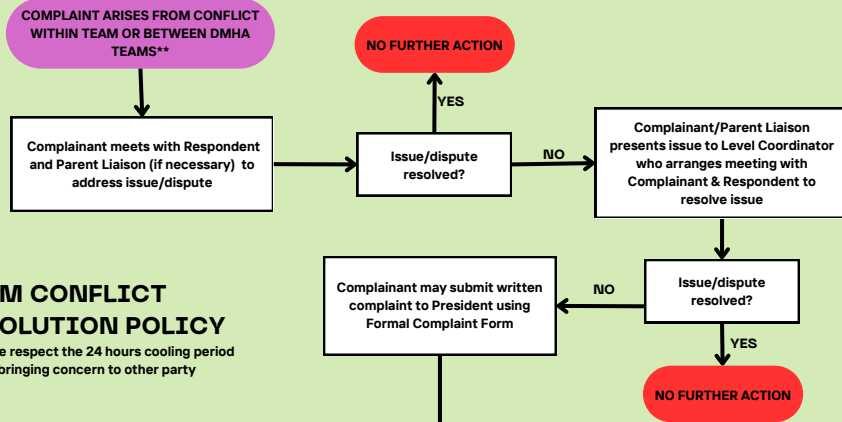


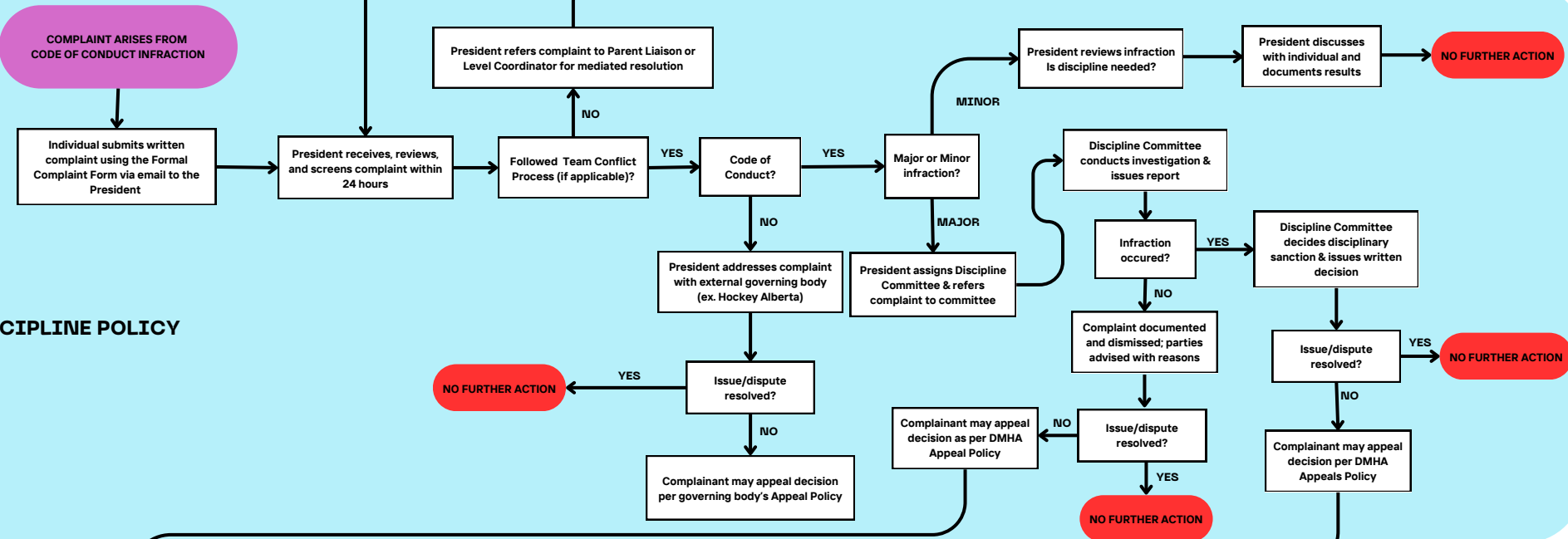
DMHA CONFLICT RESOLUTION, DISCIPLINE & APPEALS PROCESS

TEAM CONFLICT RESOLUTION POLICY

**Please respect the 24 hours cooling period before bringing concern to other party



DISCIPLINE POLICY



APPEALS POLICY

