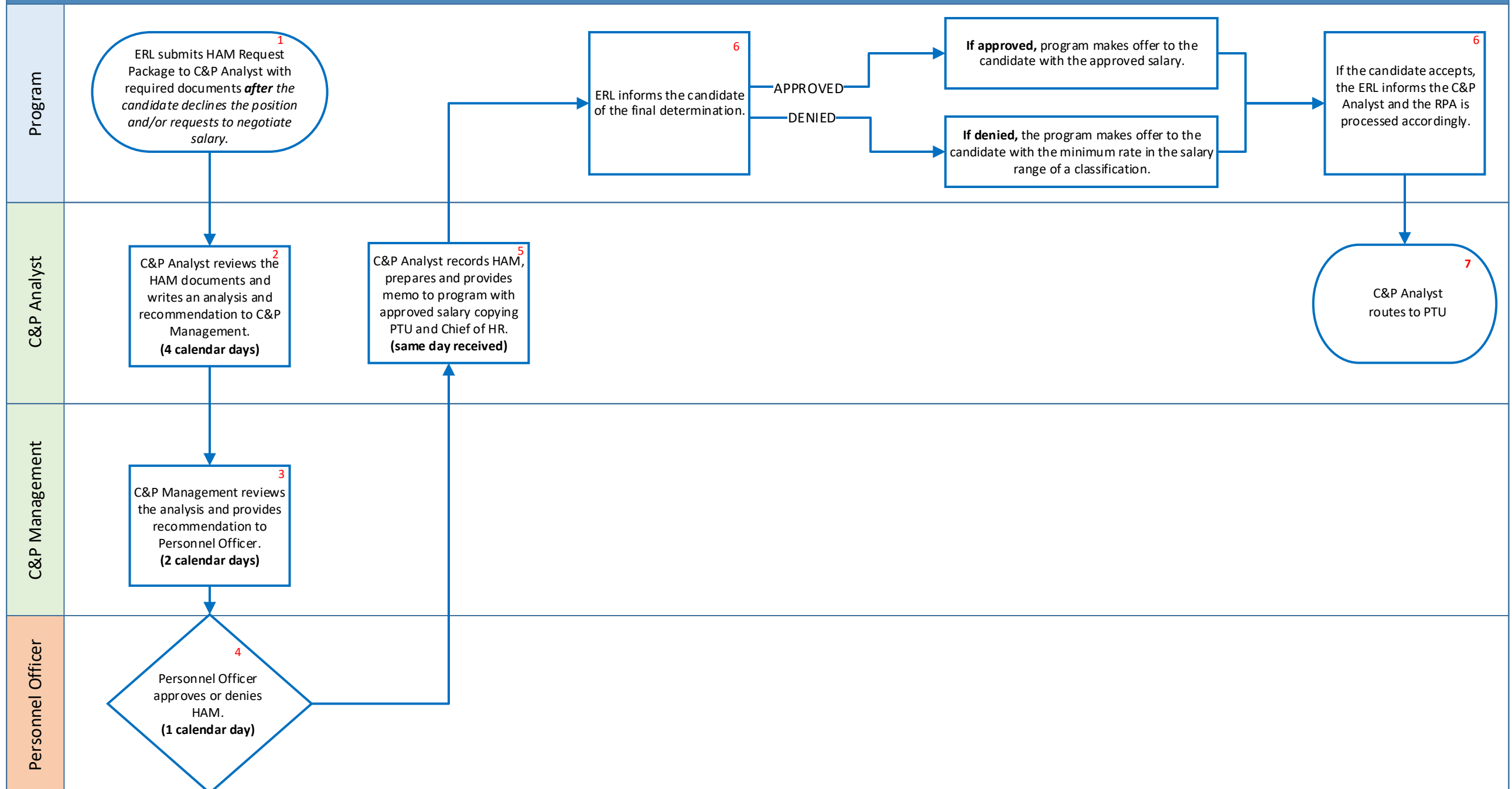


Hire Above Minimum (HAM) Process Flow Chart



Note: Step numbers correspond to the steps listed in the Personnel Operations Manual (POM)