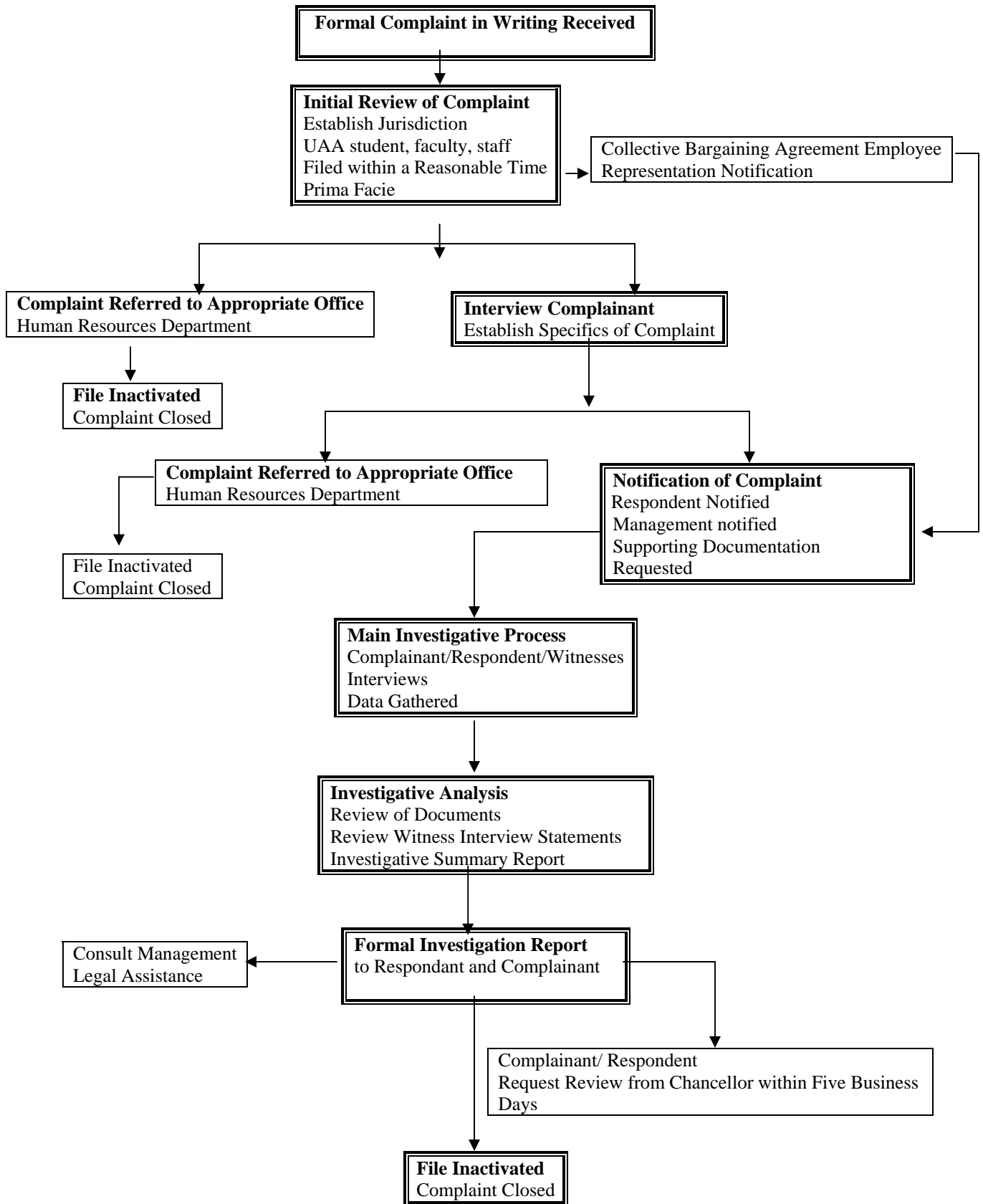


UAA DIVERSITY AND COMPLIANCE

Internal Formal Complaint Process



UAA reserves the right to deviate from this process when necessary.