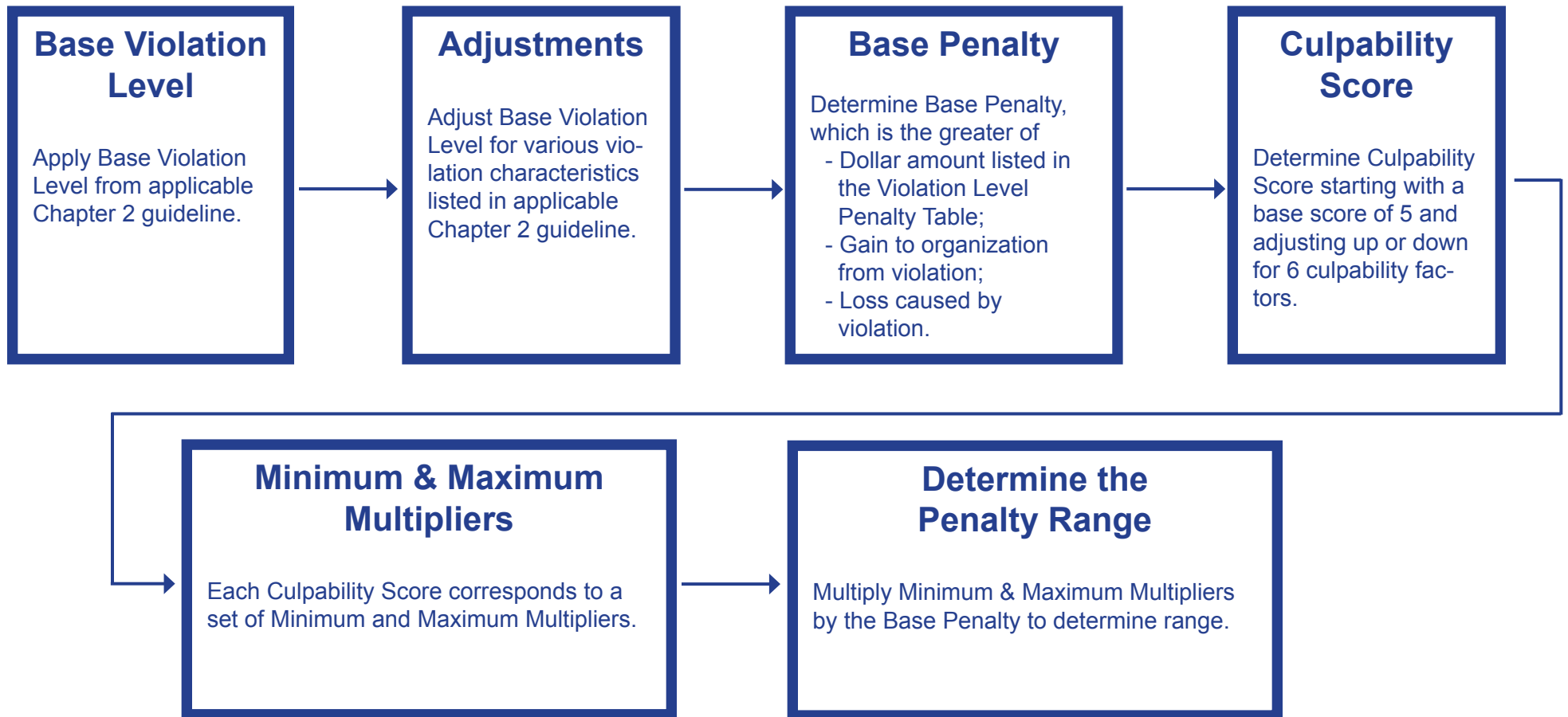


Penalty Guidelines Flowchart



***The Commission reserves the right to depart from the Guidelines where it deems appropriate.**