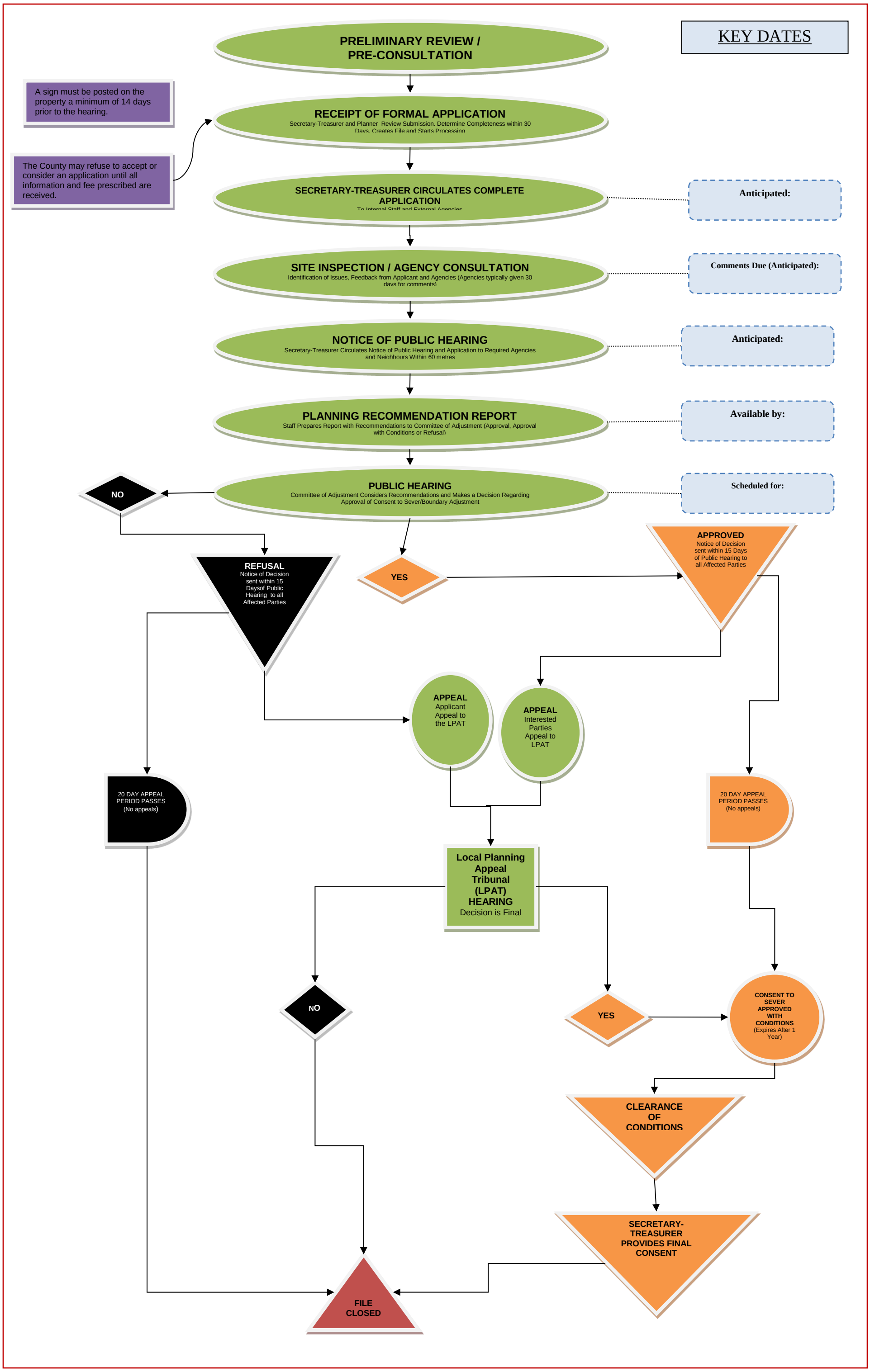CONSENT/ SEVERANCE PROCESS