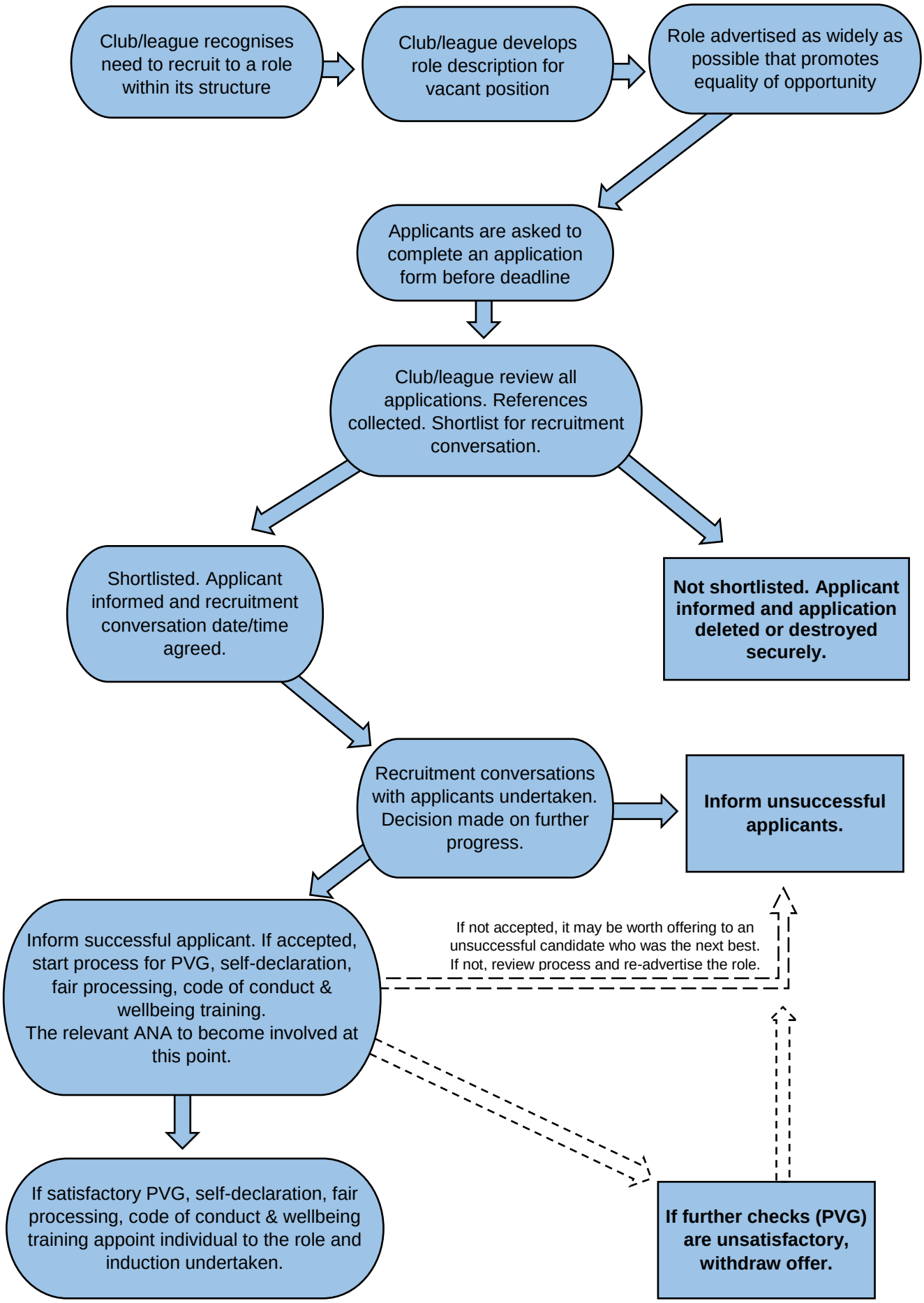Appendix 1 - Appointment & Selection flowchart