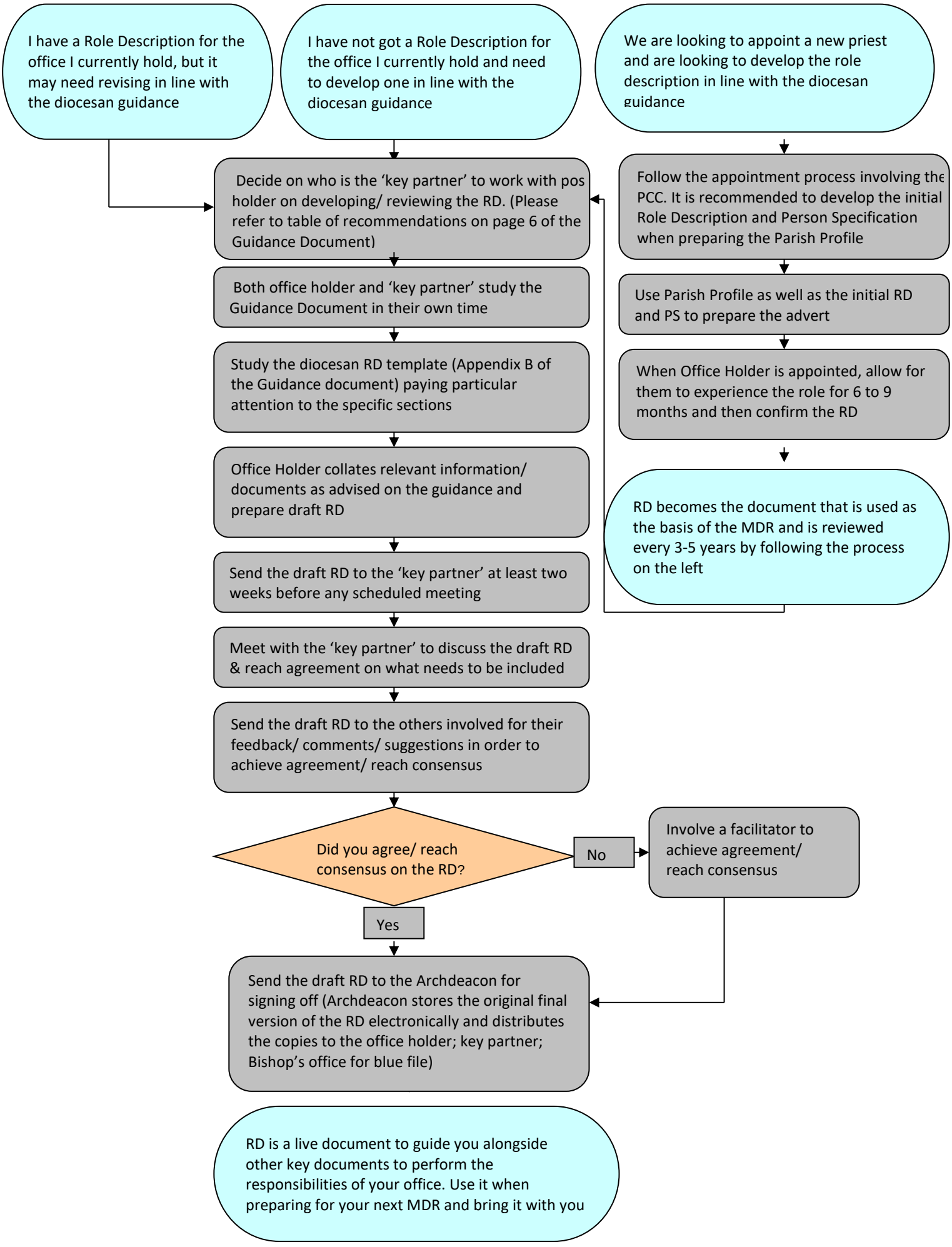Appendix A Recommended Process for Developing Role Descriptions (RD)