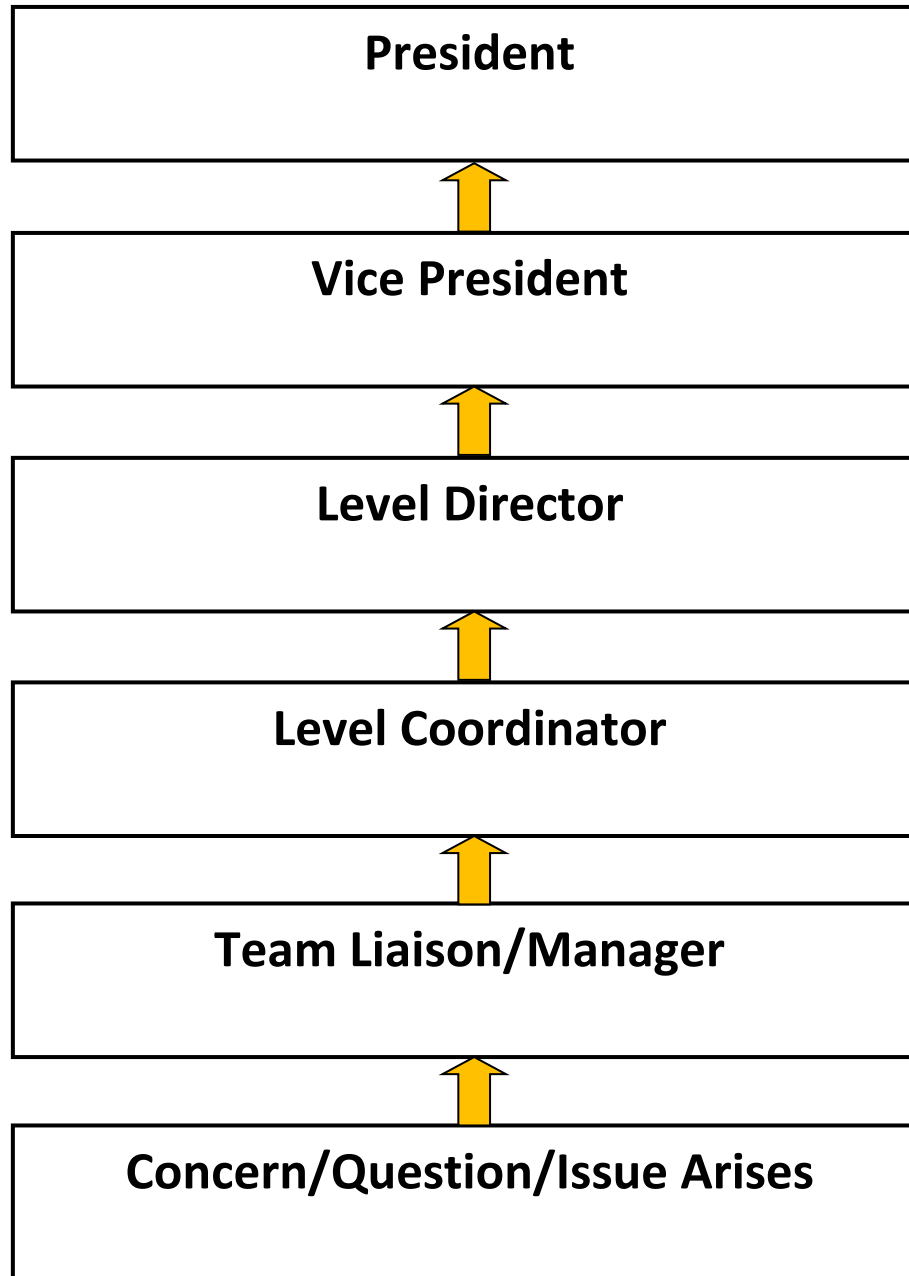


Conflict Communication Flow



If no resolution escalation to the President will be necessary. Typically discipline will be required at his level.

If no resolution escalation to the VP will be necessary and typically the last resort. VP's will provide an update to the President of any item that reaches them resolved or not and discipline if needed

If no resolution it should be escalated to the Director level. Smaller issues should be resolved at or before this point. Director will provide update to respective VP

If no resolution it should be escalated to the Coordinator level. This could be level or functional coordinators

First line of communication should be attempted at the team level. Every effort will be made to resolve the conflict

Every effort will be made to resolve conflicts at the local level without engaging the executive. Level coordinators should have a good understanding of the issues in each level. Regular meetings will be held with each group to update the entire executive and to document the conflicts and resolutions.

Efforts to be more proactive and not reactive are necessary.