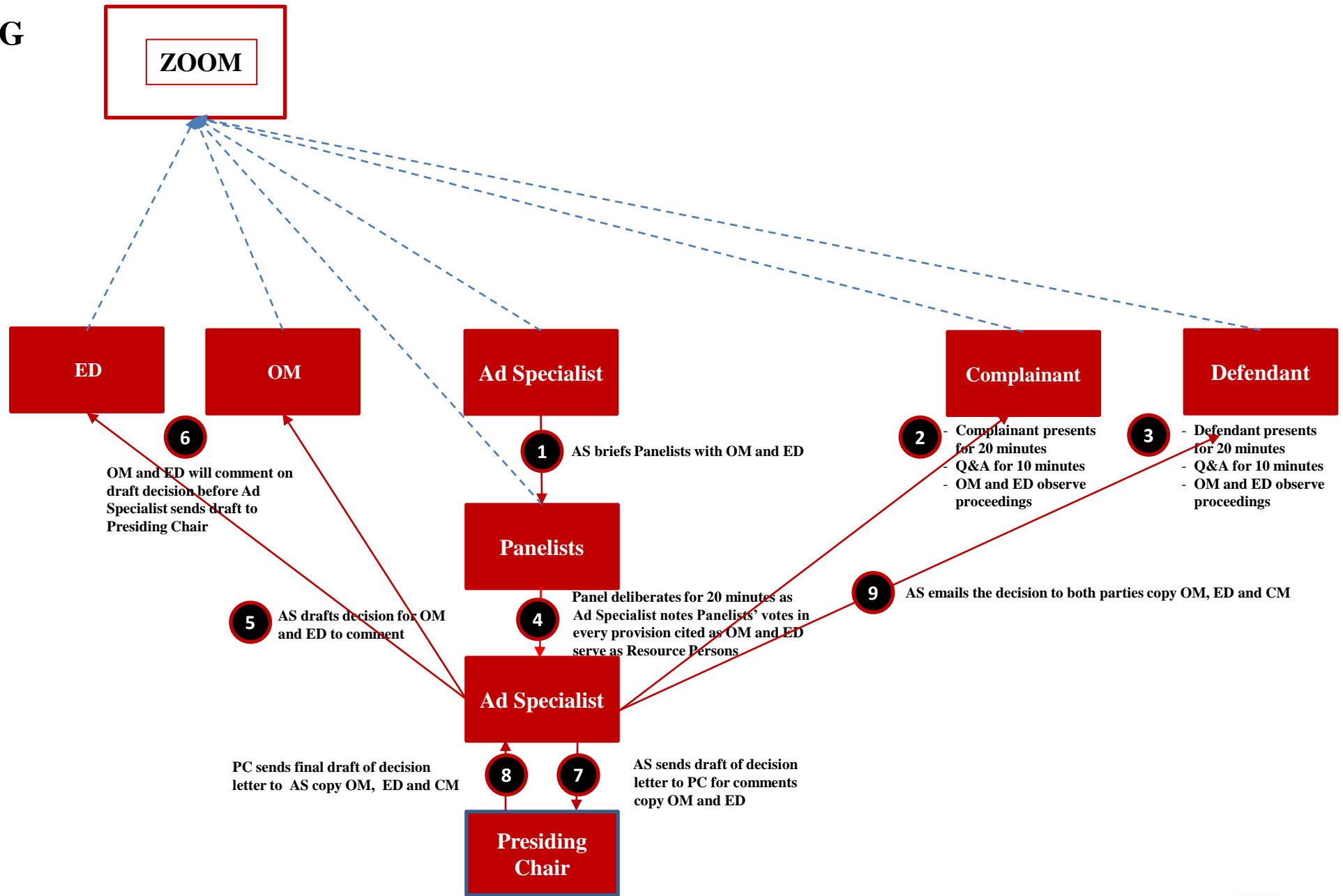


# PANEL HEARING



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- 1** Ad Specialist briefs Panelists with OM and ED as Observers and Resource Persons
- 2** Complainant presents for 20 minutes + Q&A from Panelists for 10 minutes while OM and ED observe proceedings and act as Resource Persons
- 3** Defendant presents for 20 minutes + Q&A from Panelists for 10 minutes while OM and ED observe proceedings and act as Resource Persons
- 4** Panel deliberates for 20 minutes as Ad Specialist lists Panelists' votes in every provision cited as OM and ED serve as Resource Persons
- 5** Ad Specialist drafts decision for OM and ED to comment
- 6** OM and ED will comment on draft decision before Ad Specialist sends draft to Presiding Chair
- 7** Ad Specialist sends draft of decision letter to Presiding Chair for comments copy OM and ED
- 8** Presiding Chair sends final draft of decision letter to Ad Specialist copy OM and ED
- 9** Ad Specialist emails the decision to both parties copy OM, ED, and CM