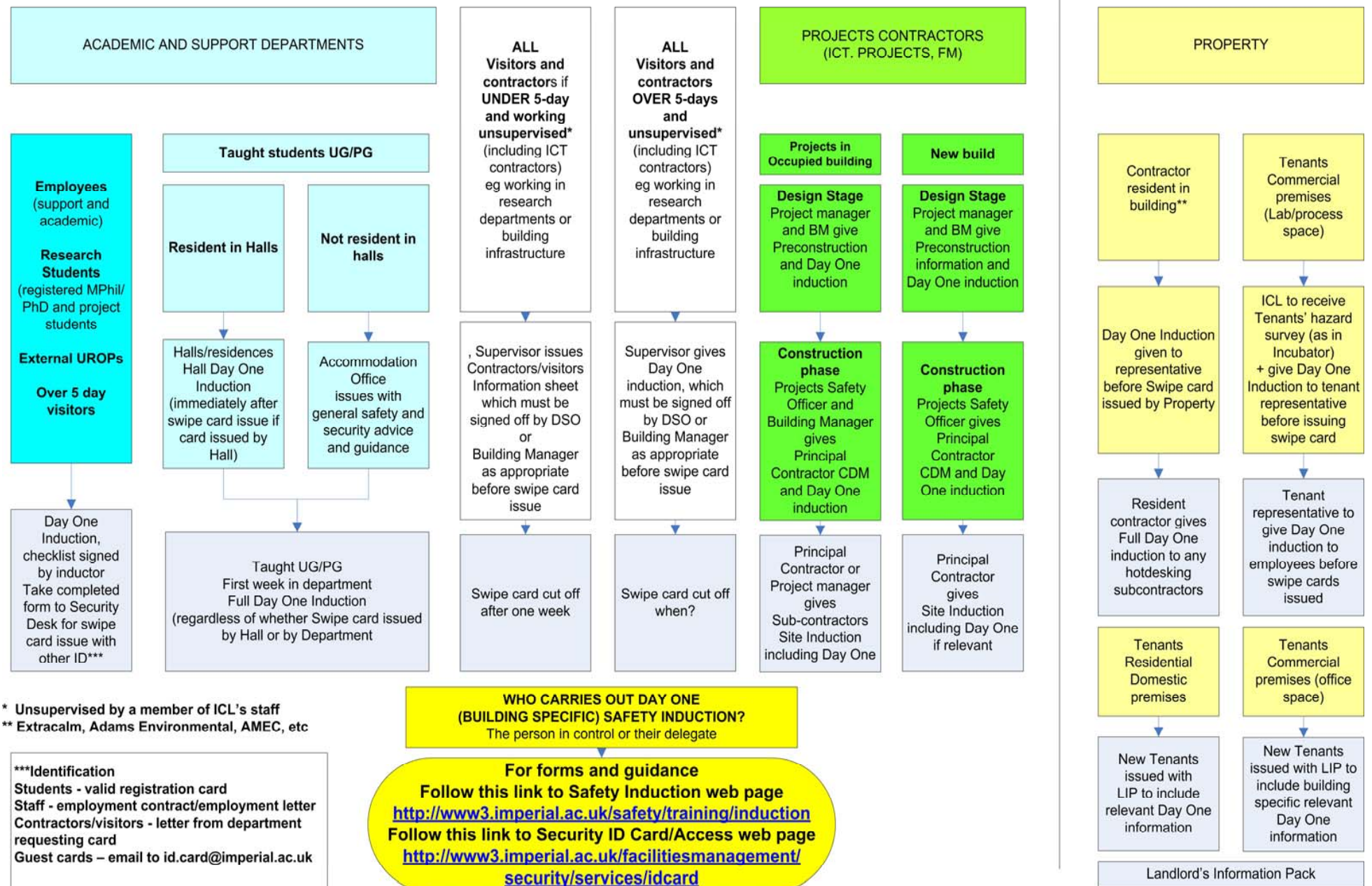


PROCESS FOR DAY ONE INDUCTION AND OBTAINING SWIPE CARD



* Unsupervised by a member of ICL's staff
** Extracalm, Adams Environmental, AMEC, etc