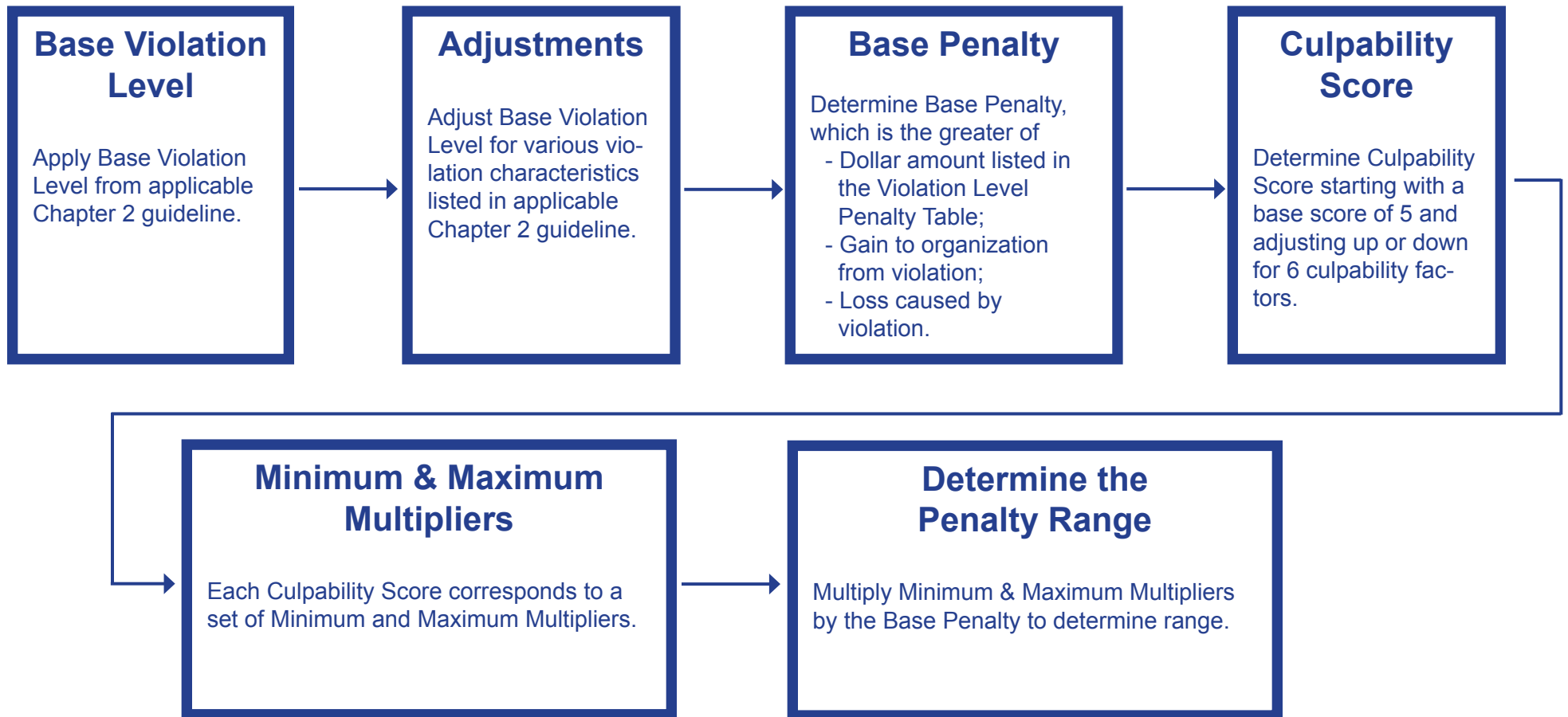


# Penalty Guidelines Flowchart



**\*The Commission reserves the right to depart from the Guidelines where it deems appropriate.**