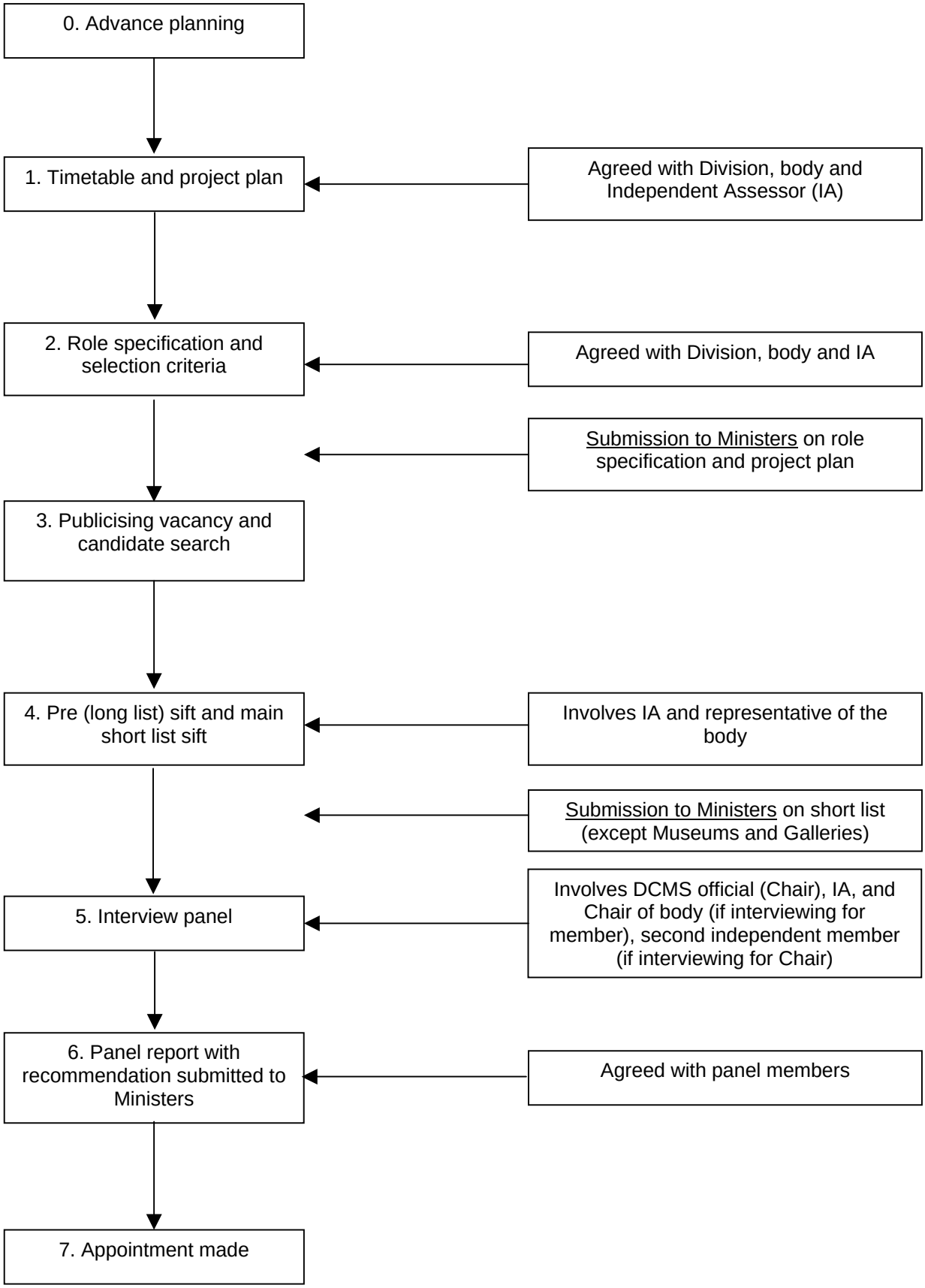THE APPOINTMENTS PROCESS - Upper Tier Appointment