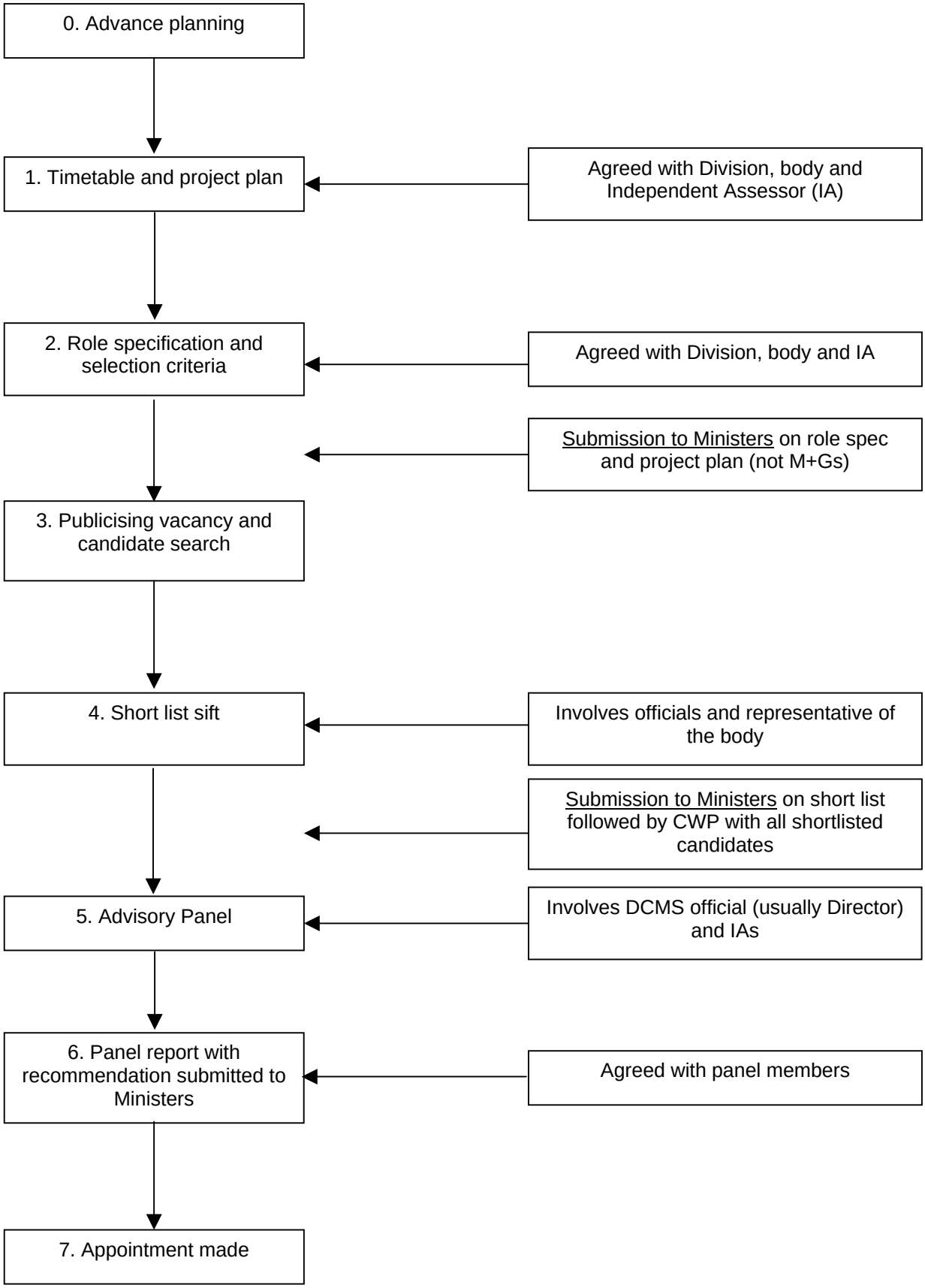THE APPOINTMENTS PROCESS - Lower Tier, Low Profile, Appointment