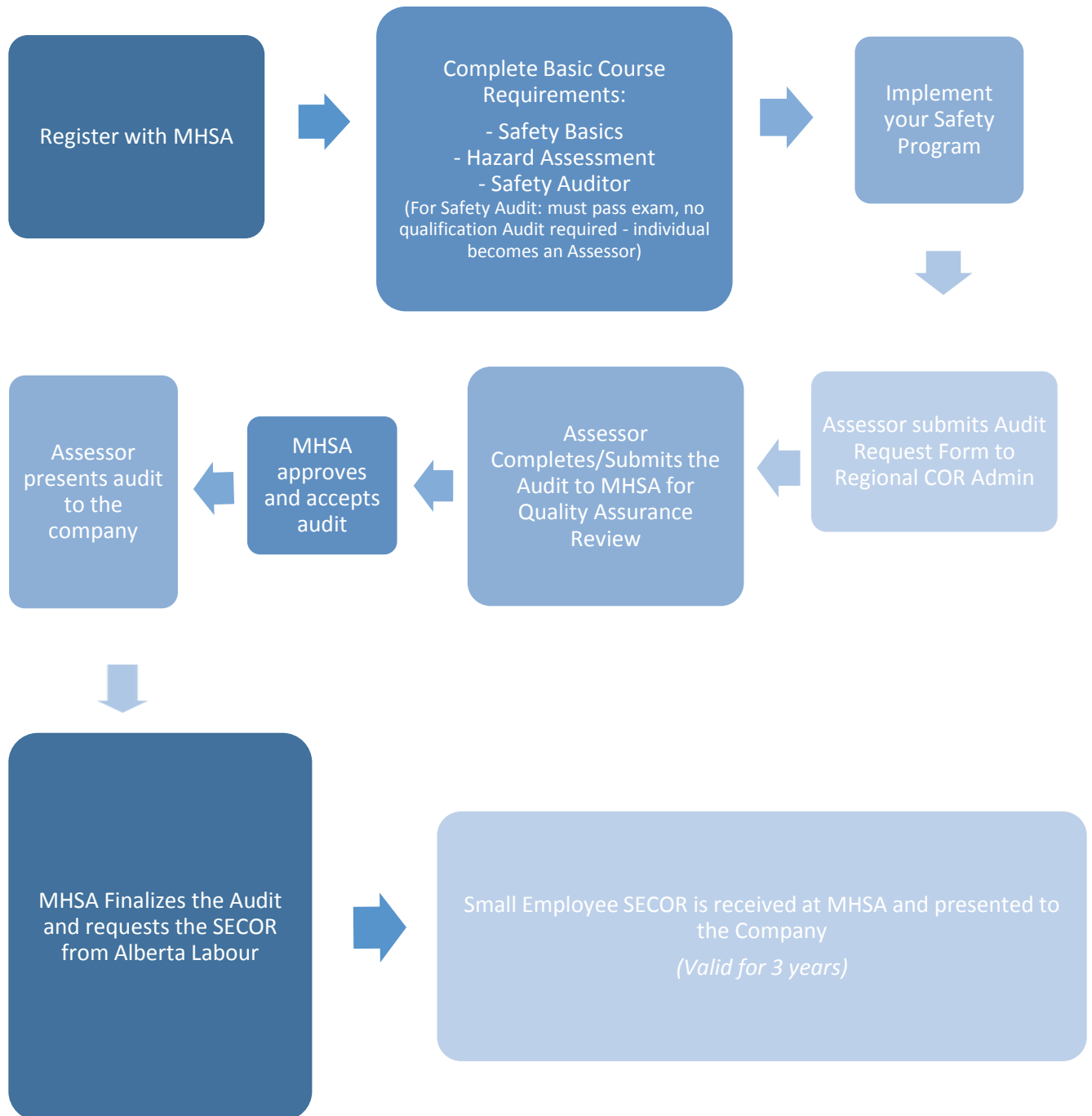


Small Employer SECOR Process (10 or less Total Employees)



Note: Year 2 – Maintenance Audit (60% to pass)
Year 3 – Maintenance Audit (60% to pass)
Year 4 – Certification Audit to Re-Certify (80% to pass)