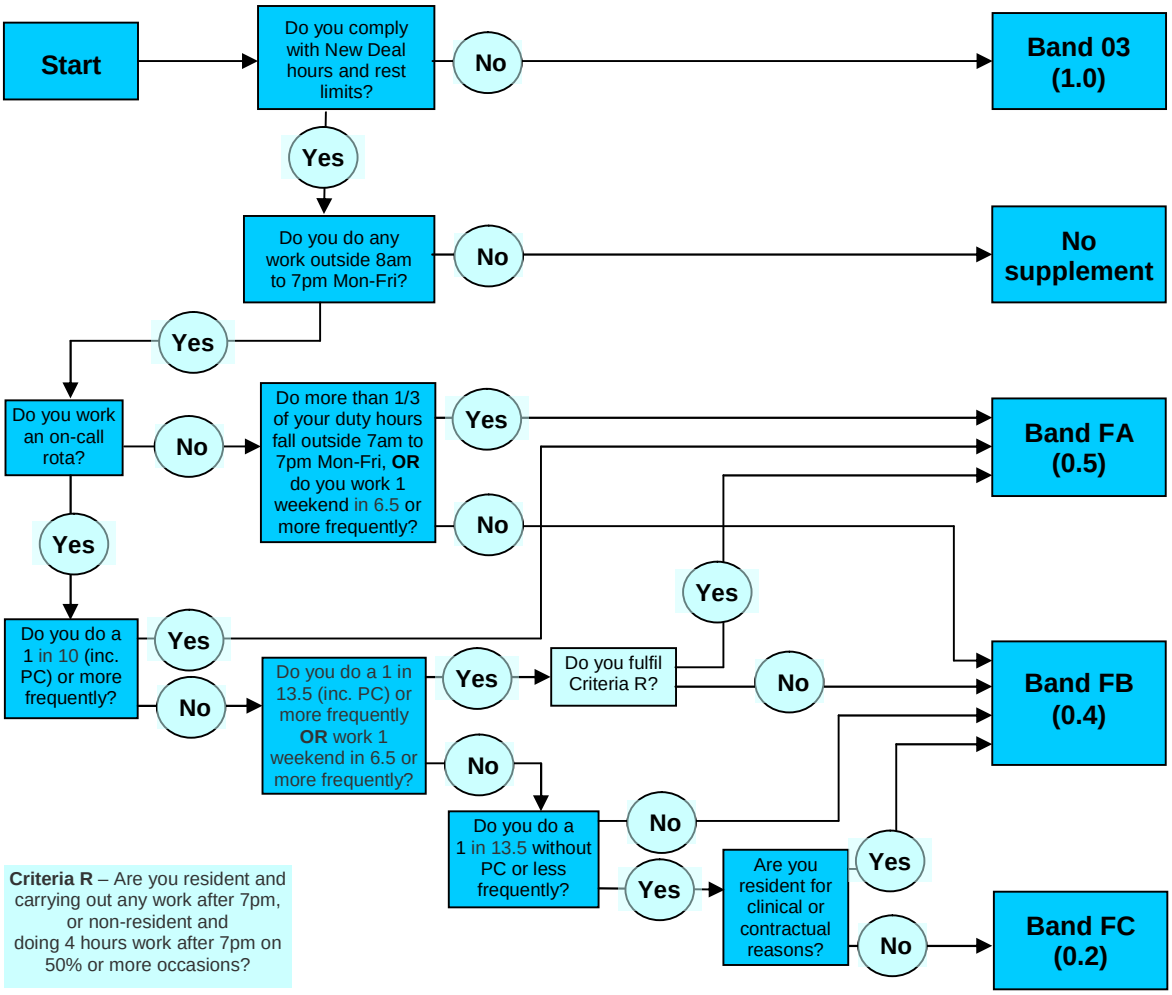BANDING FLOWCHART (FLEXIBLE TRAINEES)