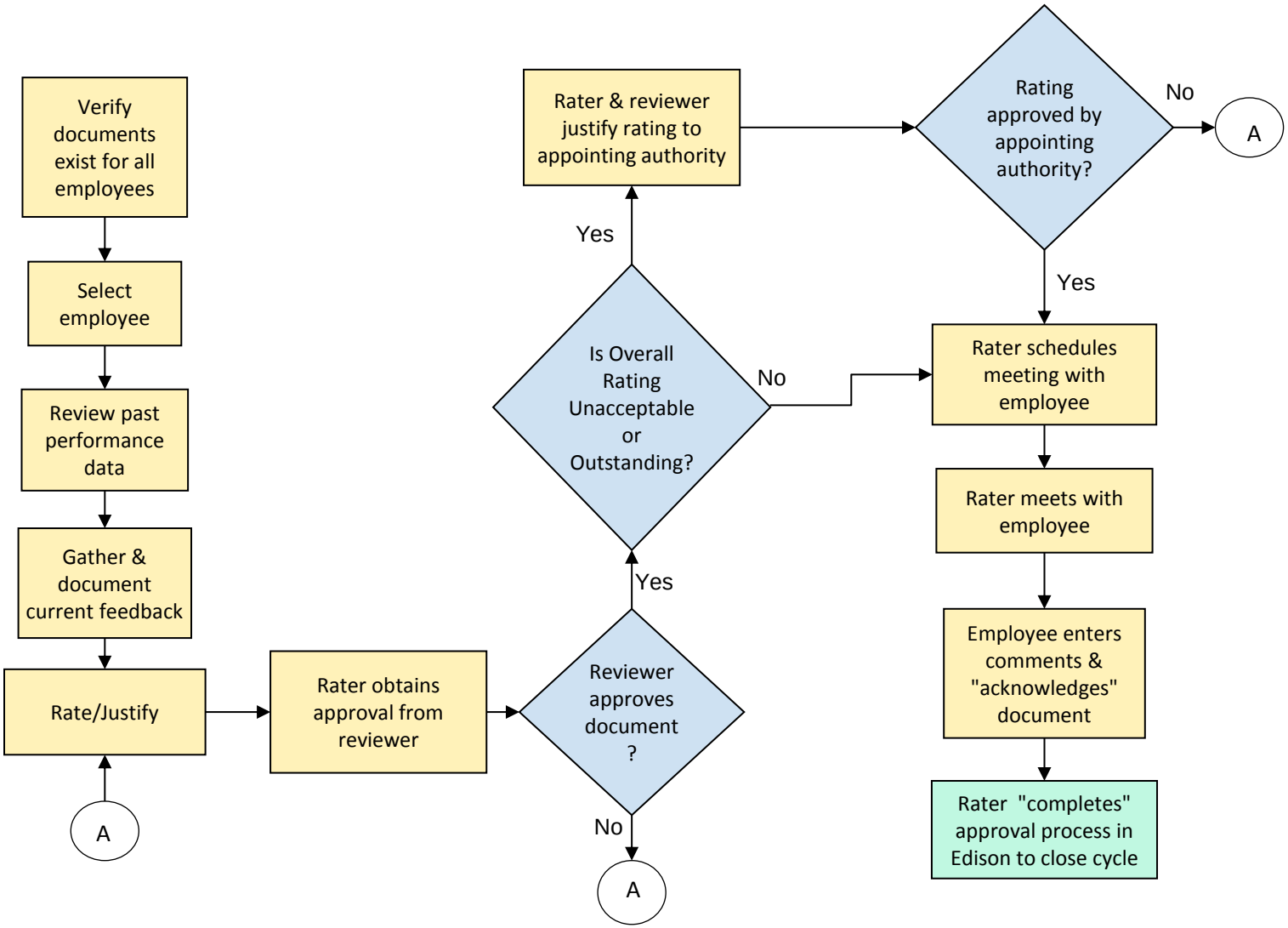# Annual PM Process for Raters