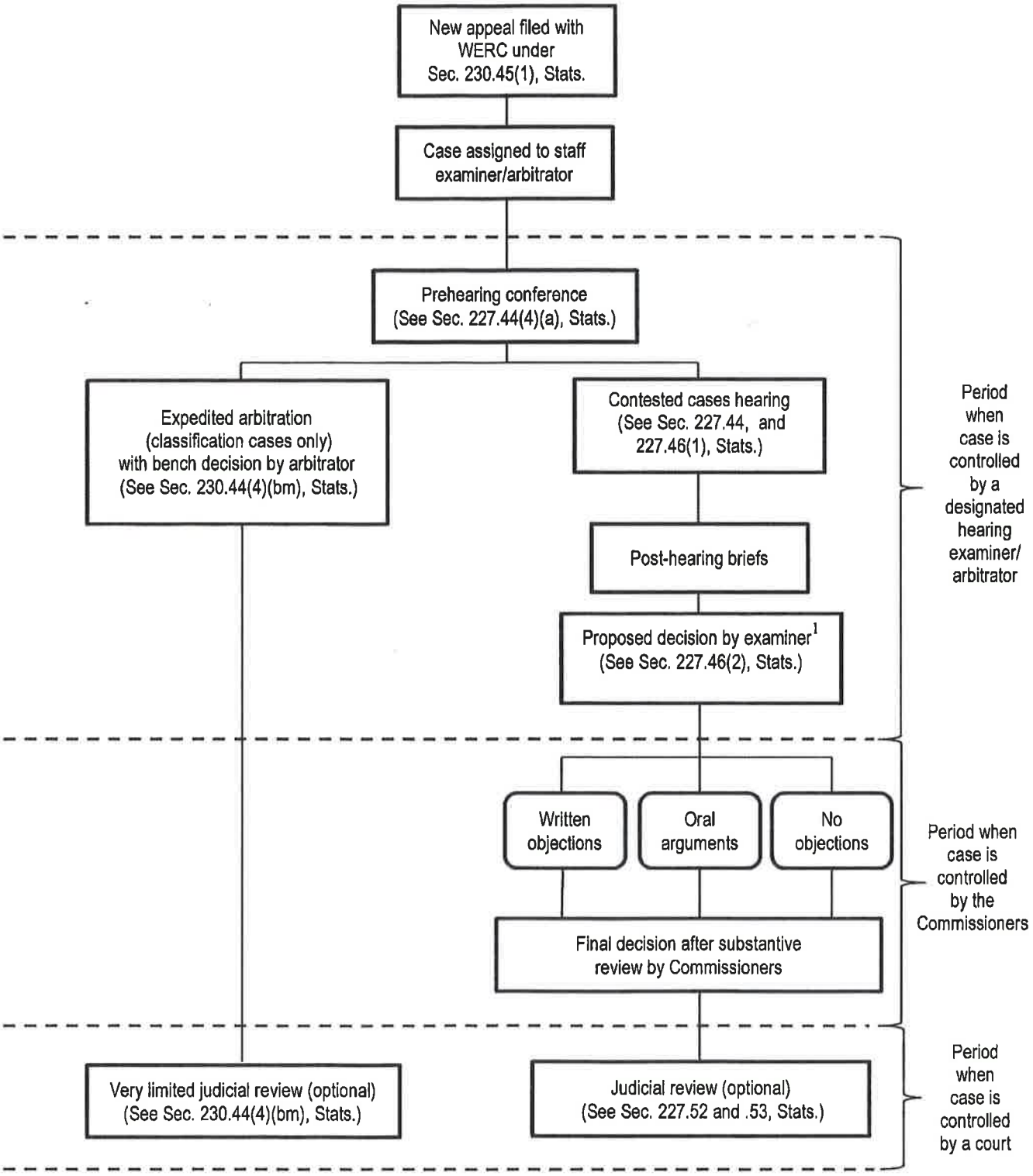Simplified Representation of the State Civil Service Appeal Procedure
(Many cases are resolved without proceeding through all of the steps noted below.)