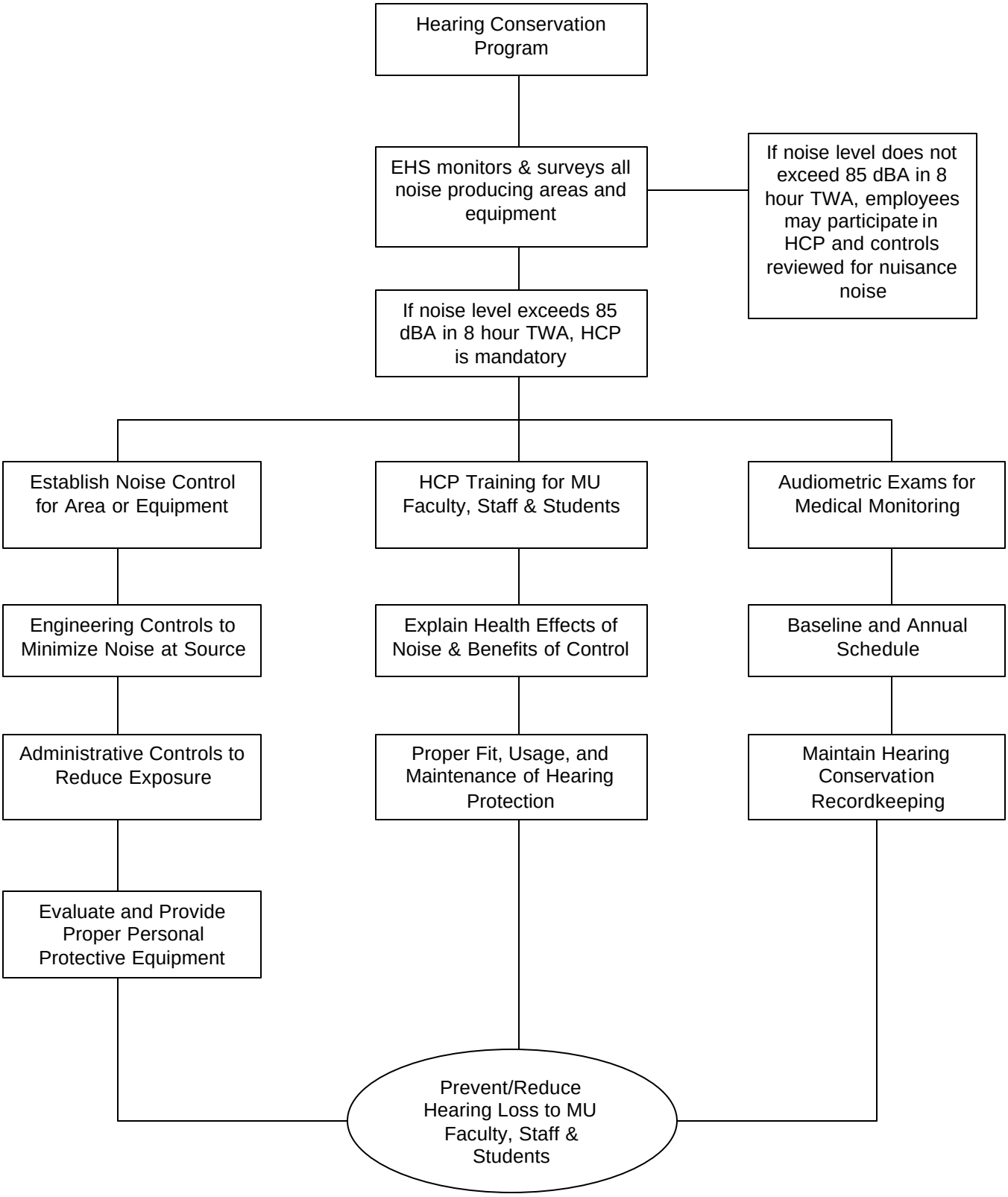HEARING CONSERVATION PROGRAM (HCP) FLOW CHART