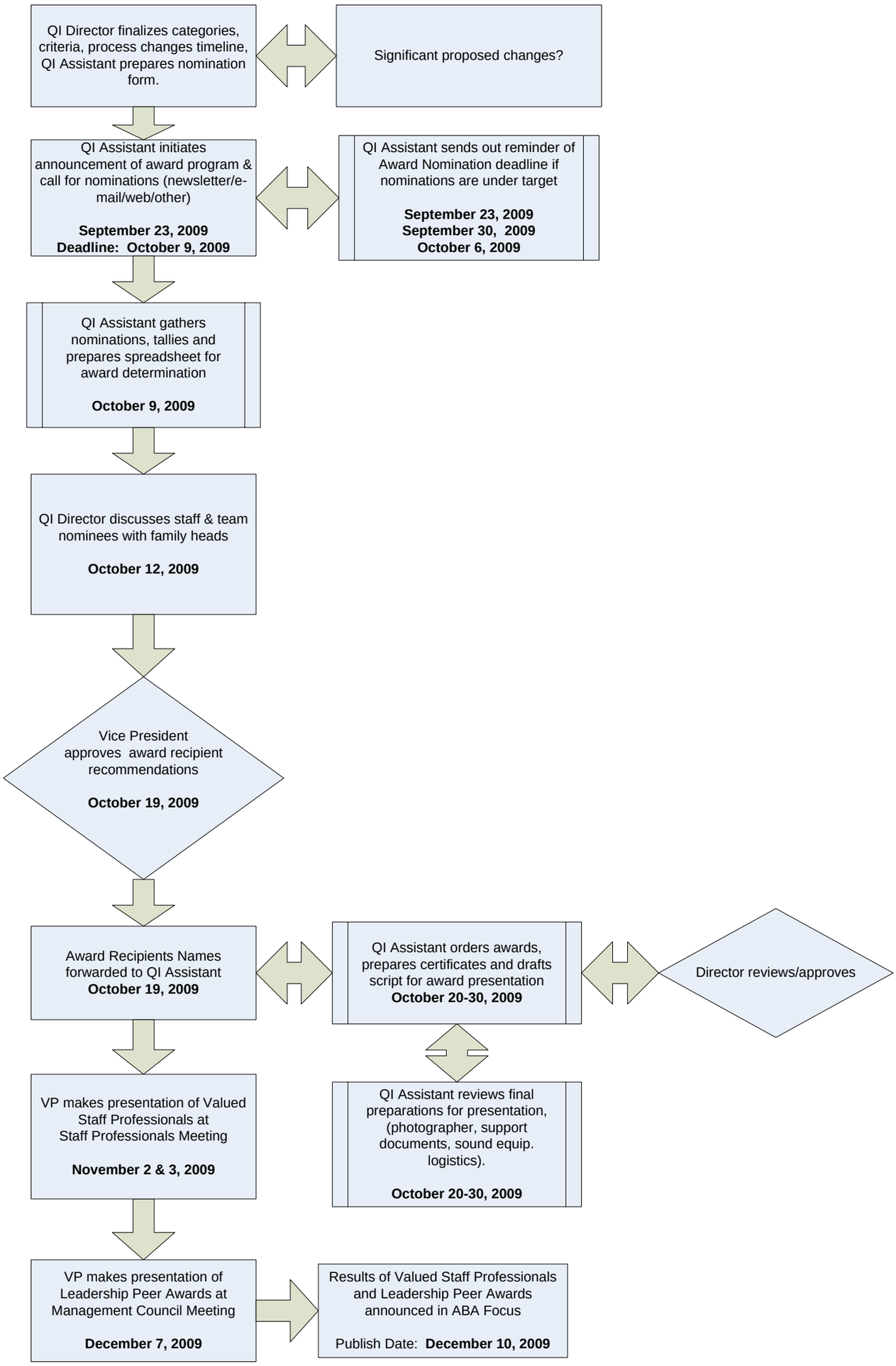ABA Valued Staff Professional & Leadership Peer Awards Process Flowchart Fall 2009