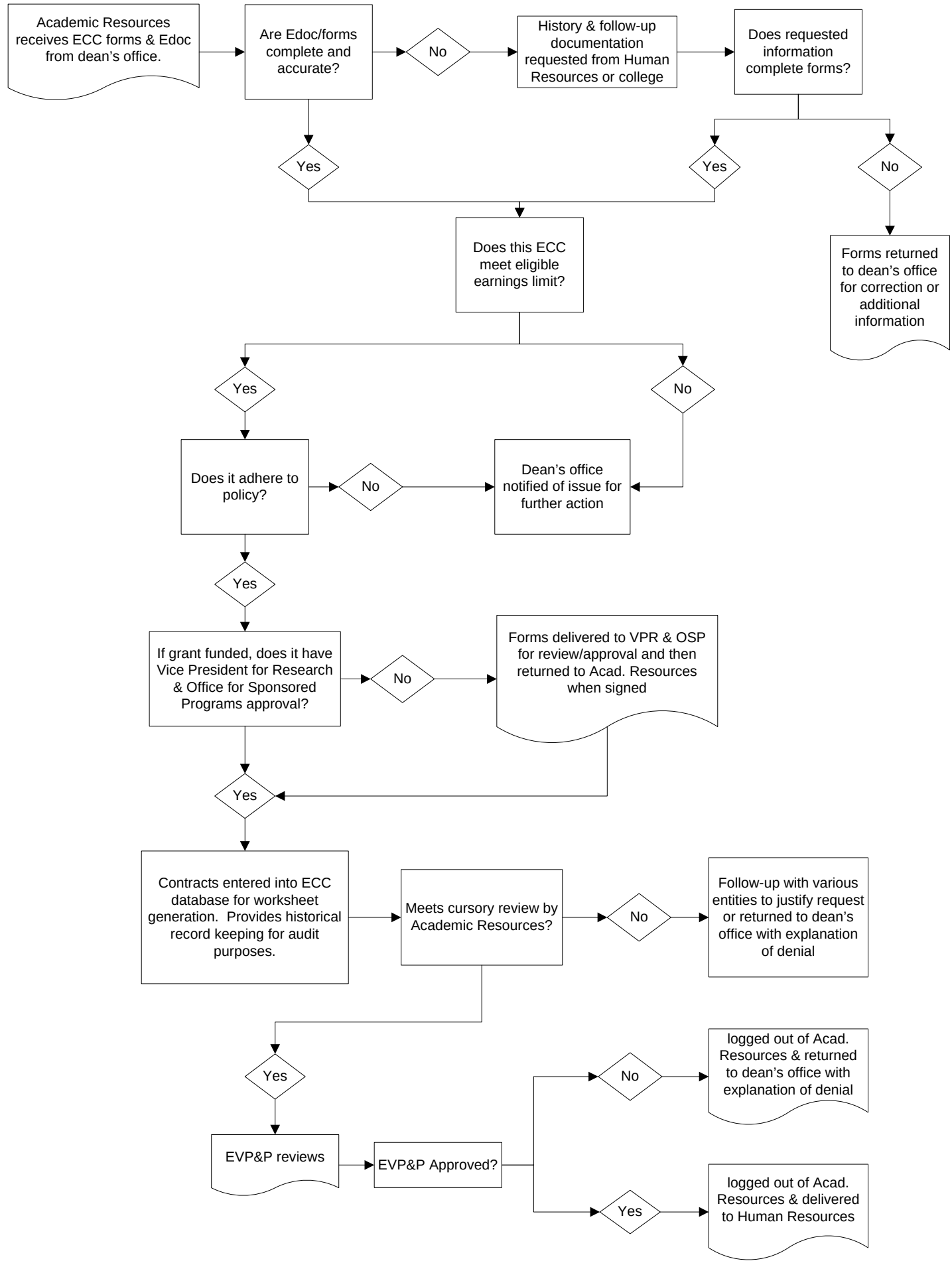Extra-Contractual Compensation (ECC) / Summer Salary / Summer ECC Process