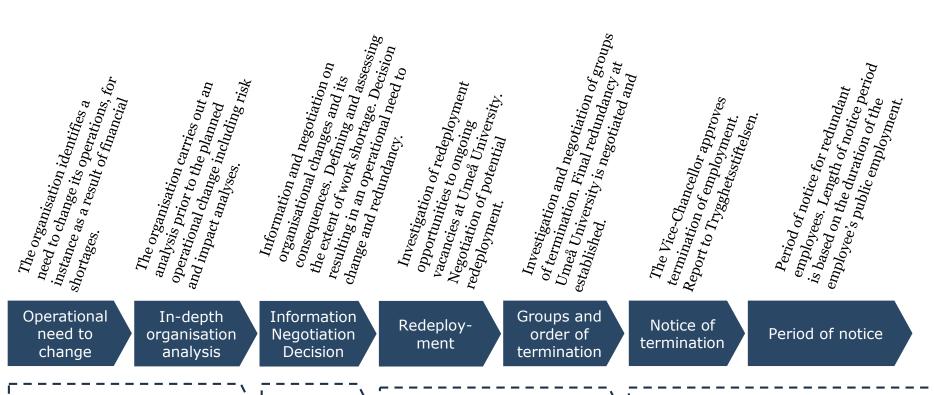
## **OUTPLACEMENT PROCESS**



Trade union dialogue

Negotiations Umeå University's duty to redeploy

Outplacement assistance, counselling through Trygghetsstiftelsen (max 5 years)

