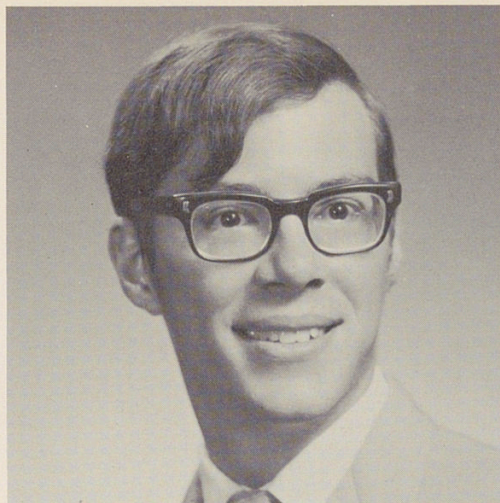
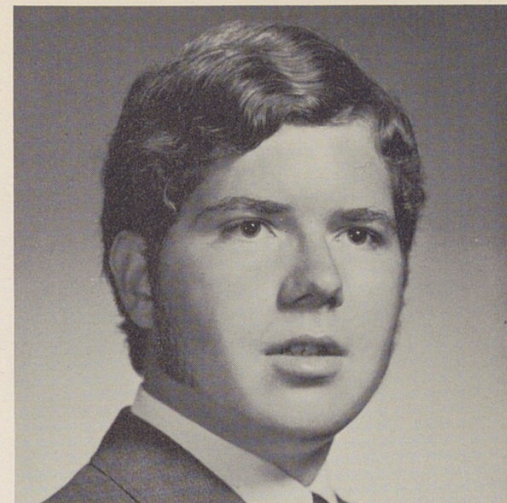


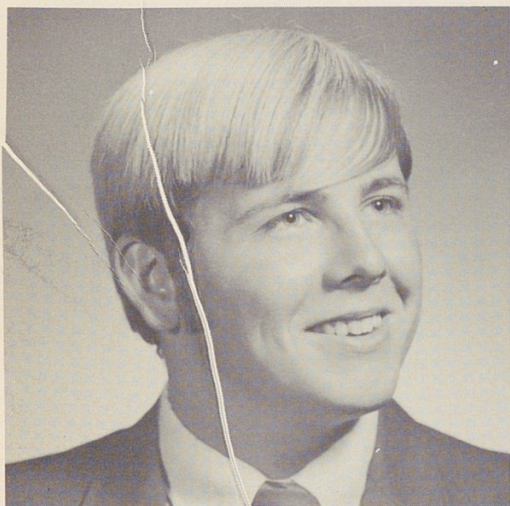
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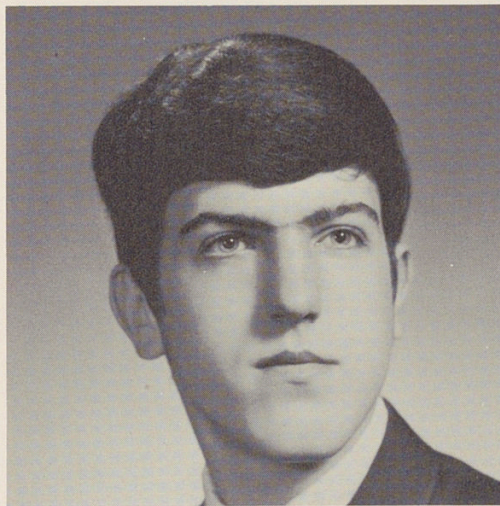
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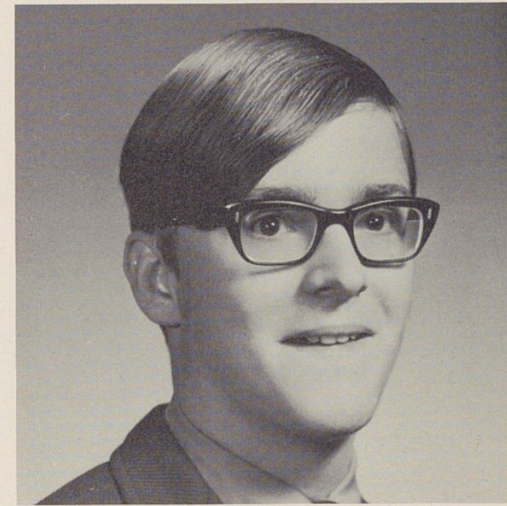
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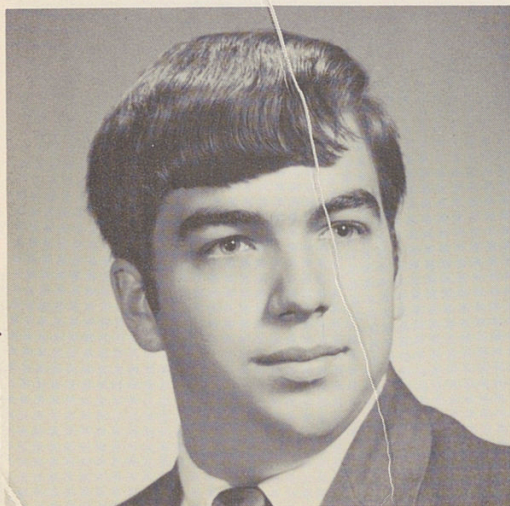
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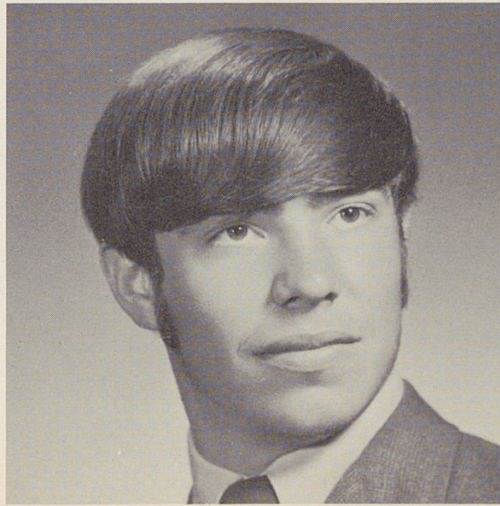
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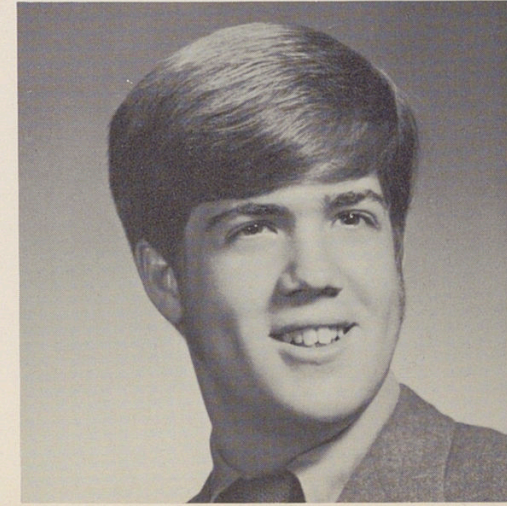
mark f. phillips



gregory j. picciano



gary j. pottebaum



jay e. poulin