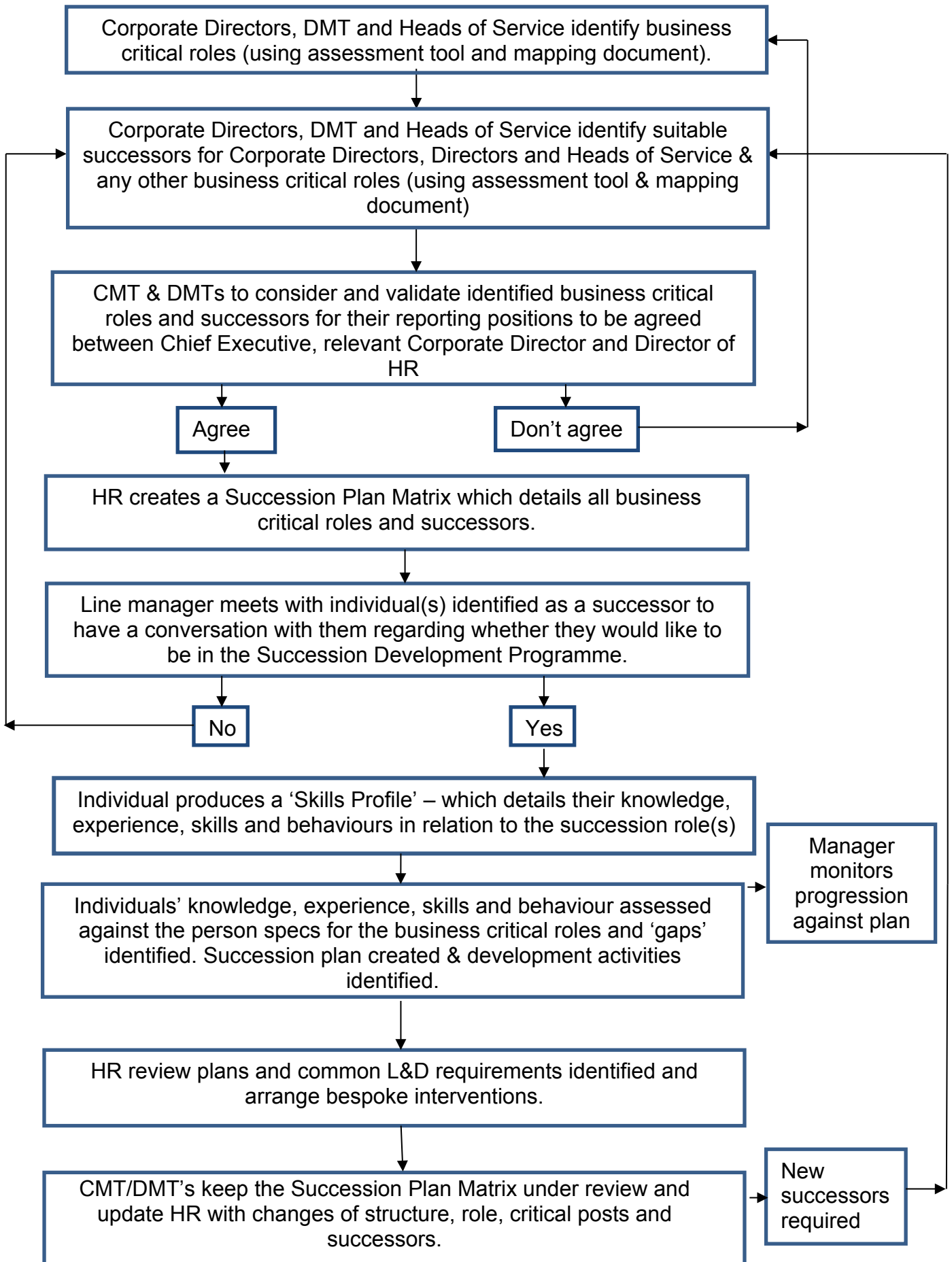


Succession Planning Process

Appendix 1



Implementing the Succession Plan

