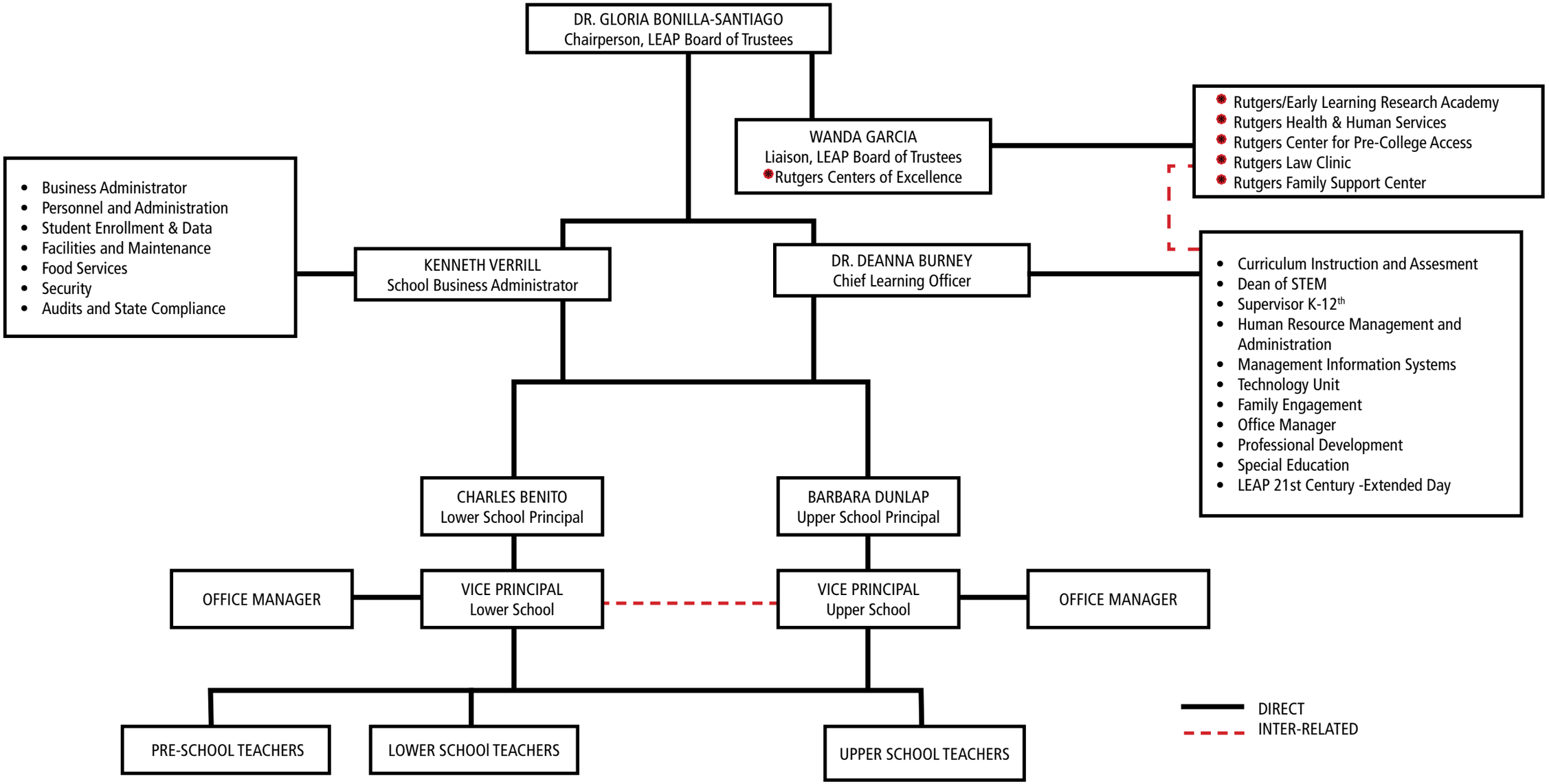

REVISED AND APPROVED
BY BOT ON JUNE 30, 2010