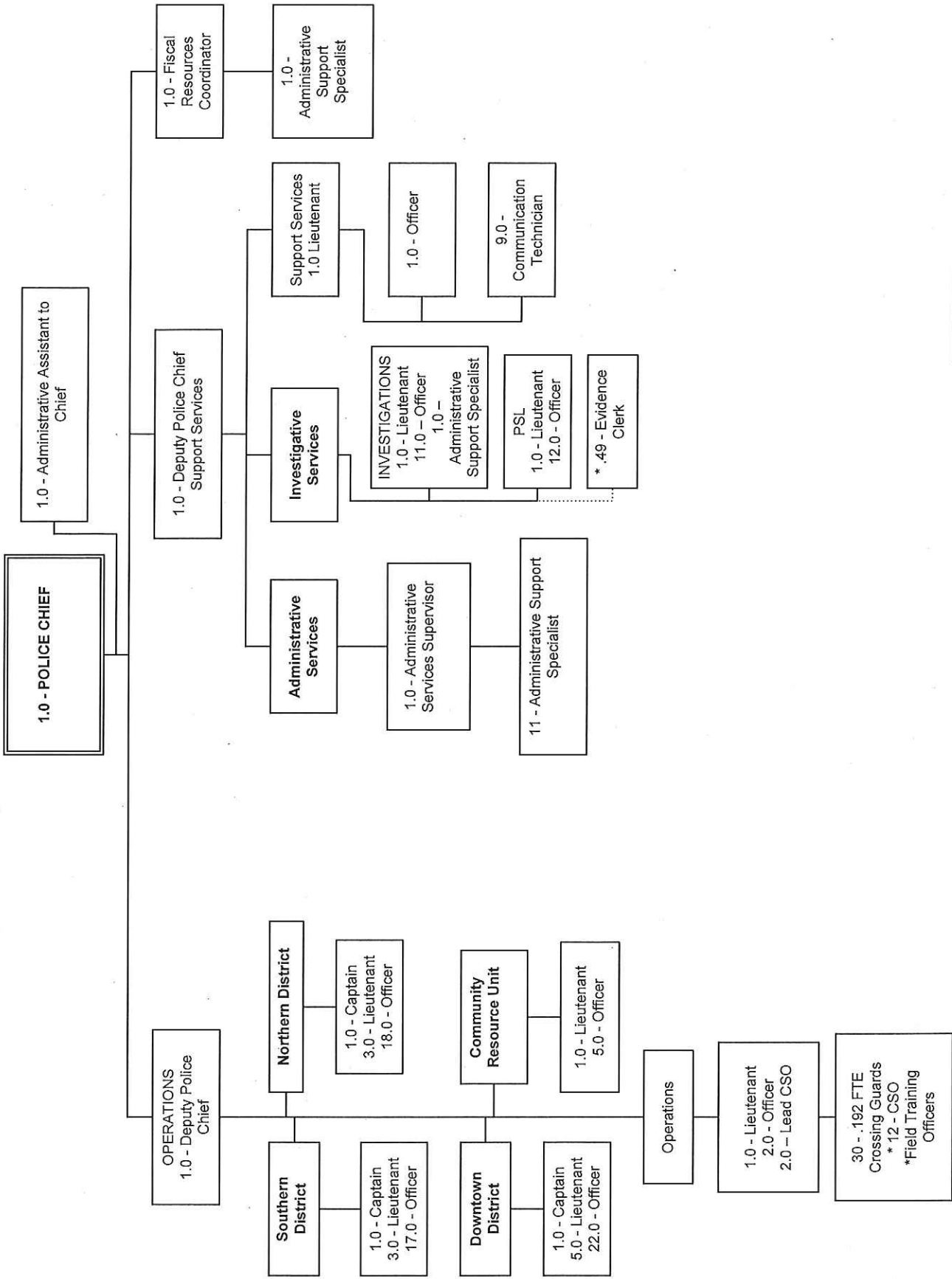


Proposed Draft 5-1-15



Approved 1-1-15