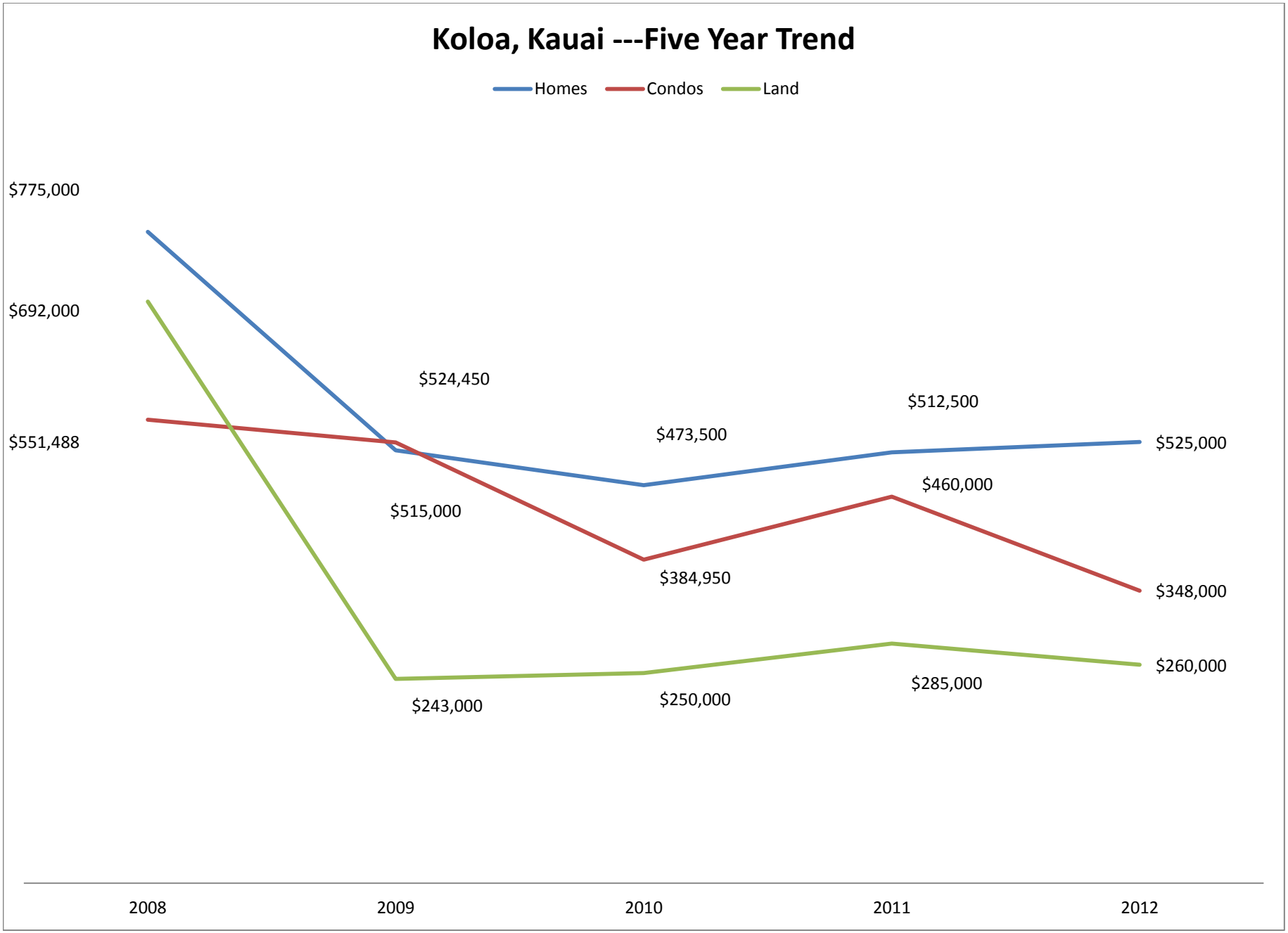
John F. Friedman (RA, SFR, EcoBroker) and
Kristin M. Zimmermann (RA, AHWD, CRS)

Copyright January 1, 2013