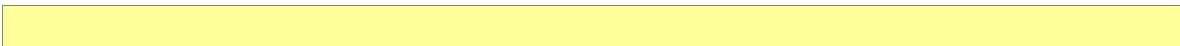
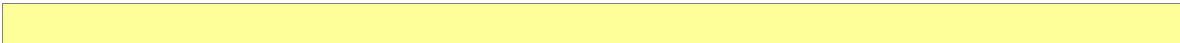






See Footnote <sup>1</sup>



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<sup>1</sup> With respect to employees subject to a collective bargaining agreement, please refer to the dispute resolution provisions contained in the applicable collective bargaining agreement.