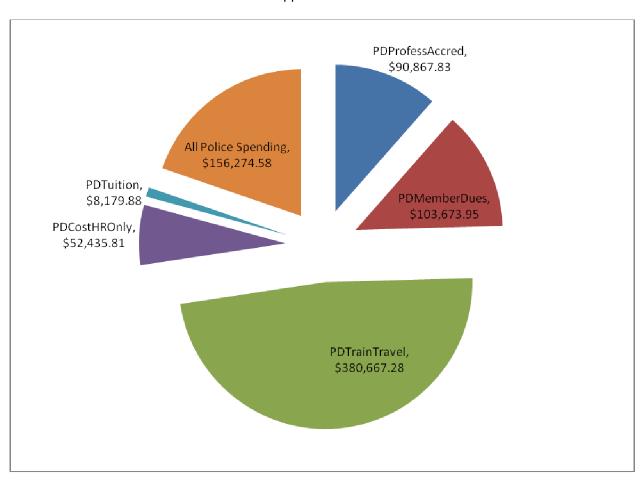
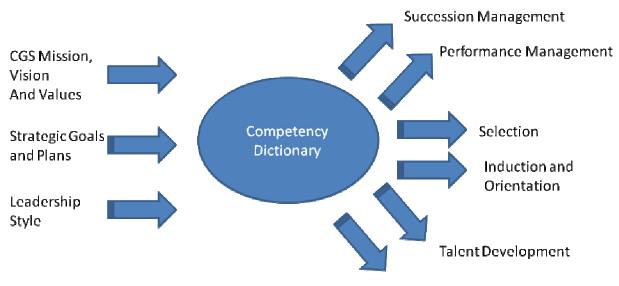
Appendix "A-1"







Compensation and Rewards