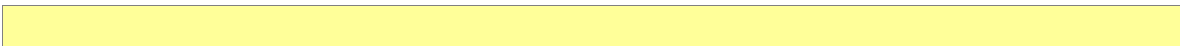
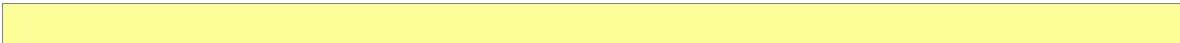




i.e.

See Footnote ¹



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