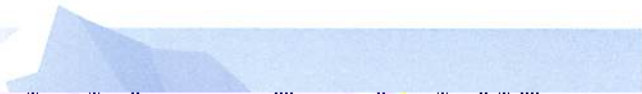


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Respectfully,

Marius Kien, Staff Council President

cc: Mark Hamilton, IIA, Precinct