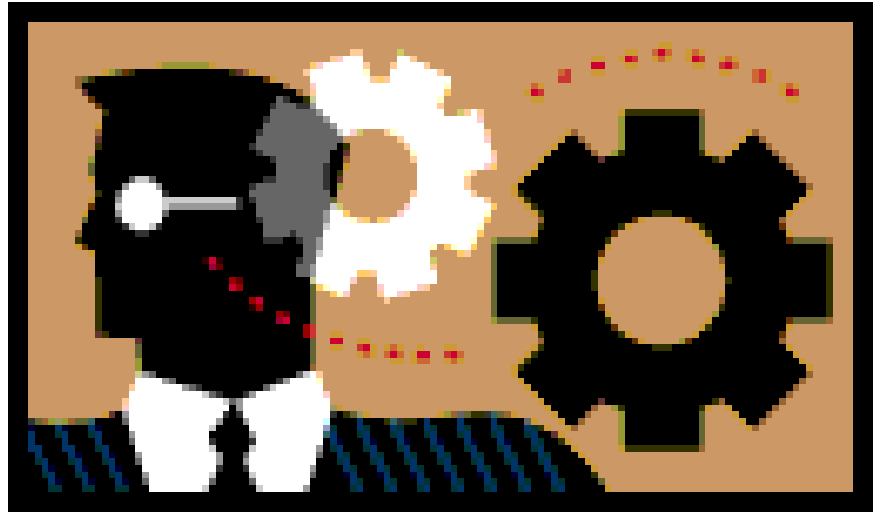
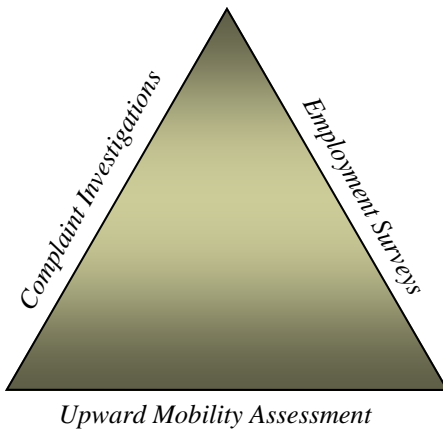


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- Establishing criteria to assess or initiate assessment of company upward mobility programs and employee participation.